



International
Labour
Organization



► **SECTORAL POTENTIAL FOR THE CREATION OF FEMALE JOBS AND PROPOSED AVENUES TO ACHIEVE GENDER EQUALITY ON THE LABOUR MARKET**

A MOROCCAN PERSPECTIVE

ELHADJ EZZAHID
AUGUST 2023

► TABLE OF CONTENTS

1. Introduction	4
2. Brief summary of female employment in Morocco: findings and rationale	5
2.1. Key trends	
2.2. Analysis of Elasticities of Female Employment in Relation to Economic Growth	7
2.3. Evolution of the employment rate of women in Morocco: Rationale	8
3. Sectoral potential for the creation of female jobs	13
3.1. Calculation of multipliers	13
3.2. Female employment multipliers and sectoral transformation of the Moroccan economy	17
4. Towards an ecosystem approach to achieve outcomes in gender equality on the labour market	18
4.1. Classification of factors related to the GENDER-EQUITABLE EMPLOYMENT	19
4.2. Correlation between contributing factors	20
5. Policy options to achieve gender equality on the labour market	21
5.1. Short term avenues for action	21
5.1.1. Open positive discrimination in favour of vulnerable women	21
5.1.2. Anchoring GENDER-EQUITABLE EMPLOYMENT in legal reforms by engaging all stakeholders	23
5.1.3. Diversifying mechanisms, forms and channels of employment designed to integrate women into the labour market	23
5.1.4. Strengthening the accumulation of human capital created by women and addressing the basic skills trap syndrome	23
5.1.5. Mitigating the effects of structural adjustments impacting female labour-intensive sectors	23
5.1.6. Reducing gender inequality in unpaid domestic labour	24
5.1.7. Recourse to fiscal measures	24
5.2. Mid-term avenues for action	24
5.2.1. Developing and strengthening social infrastructures designed to provide care services to others	24
5.2.2. Mitigating, overcoming or eliminating stigmas, prejudices, stereotypes, negative perceptions and conscious or unconscious biases against female labour	25
5.2.3. Diversifying and upgrading public transport network	25
5.2.4. Improving respect and safety for women	25
5.2.5. Developing female entrepreneurship	26
5.3. Long-term avenues for action	26
5.3.1. Promoting sectors, technologies, occupations, arrangements and transformations that include women and are conducive to the GENDER-EQUITABLE EMPLOYMENT	26
5.3.2. Inducing change in men's behavior towards their greater participation in unpaid domestic work	26
6. Conclusion: towards an equitable society generating opportunities for both women and men	27
References	28

► 1. Introduction

Women's empowerment is a long-term process that entails removing the barriers limiting women's access to paid jobs both in terms of supply and demand. In Morocco, women's employment rate stands at about 30%. The breakdown of female jobs, by sector and employment status, shows that female workers are more exposed than men to vulnerable employment. Furthermore, substantial gender pay gaps still persist (Boucetta, 2023; Ezzahid, 2023).

The concern around female employment in Morocco arises from two major symptoms: (1) the continuous and steady decline in the female employment rate and (2) the contraction of the number of jobs created by the economy for women. This contraction results from the agricultural sector job losses, in particular for women under the contributing family worker status. While the employment of women as salaried workers is steadily increasing, this growth does not compensate for the loss of jobs undertaken by women in agriculture and as contributing family workers. It should also be noted that salaried job losses occurred between 2015 and 2019 in the "textile, garment and leather" industries and in "public administration", but these losses were far less significant¹.

The declining rate of female employment means that more and more women are deprived of several opportunities to empower themselves and take up paid jobs. It also means that the economy cannot draw on human resources which can contribute to increasing the GDP through multiple channels including the supply of an additional pool of skills to companies.

Any strategy that aims to promote the employment of women and their economic empowerment must provide more and higher quality jobs generated by sectors that pay high wages. The reduction or elimination of inequalities between women and men at all levels of the labour market is also a necessary step. In the present report, we will revisit some issues related to the employment of women in the Moroccan economy. The last part of this analysis explores the sectors of the economy that constitute the main sources of employment for Moroccan women.

After this review, we will draw on the data presented in the mapping study and review the distribution of female employment in different sectors, occupations and statuses. we will also investigate the nature and scope of gaps observed on the labour market between women and men in order to submit proposals that can help promoting gender-equitable employment (cf. Ezzahid, 2023 for more details on mapping).

1. The textile, garment and leather sectors have suffered a wave of business closures across Morocco since the late 1990s (Ait Ali and Dadush, 2018, p. 5). In the mid-2000s, the Moroccan public administration organised a wave of voluntary retirements among male and female public servants. Since then, it has phased down its recruitment and many retired civil servants have not been replaced by new recruits.

► 2. Brief summary of female employment in Morocco: findings and rationale

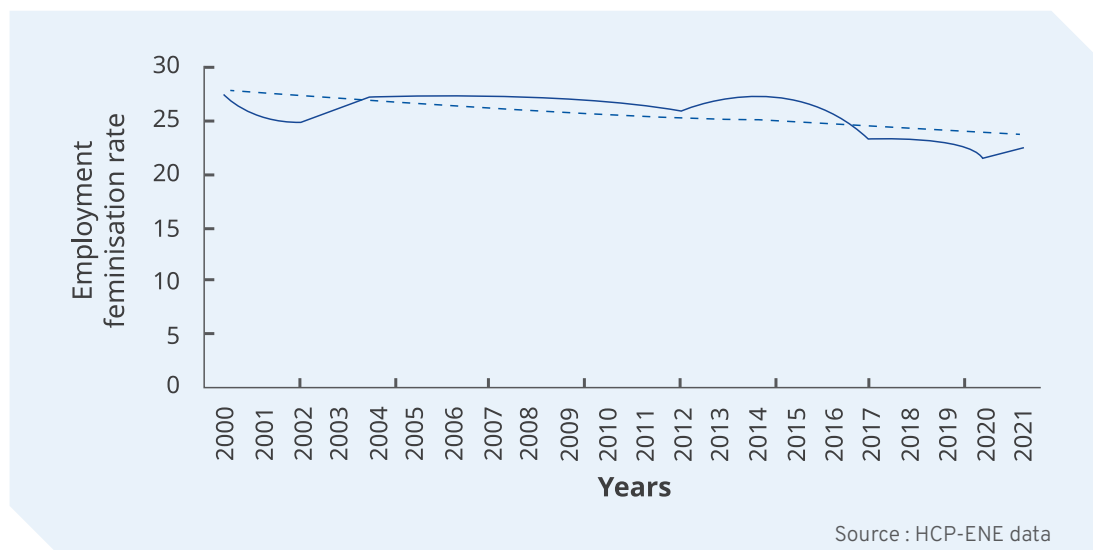
2.1. Key trends

In Morocco, women are employed in all sectors of the economy. They work in all trades and professions and hold different statuses in both the formal and informal sectors. In 2014, the rate of feminization of jobs on the labour market reached 29.7%. Between 2000 and 2020, it decreased by nearly 5 points. Women are more employed in households and predominantly work in the agricultural sector as contributing family worker. In the agricultural sector, women account for 42.6% of the workforce, while within the category of contributing family worker, the figure stands at 63%. The feminization rate of salaried jobs in the public administration reaches 35%, 26.2% for salaried jobs and 32.6% for non-salaried jobs. In fact, 60% of female workers are non-salaried. 46% work as contributing family workers mainly in subsistence farming activities. These figures reveal that more women than men are employed in vulnerable, indecent and unpaid jobs (HCP, 2023).

The employment of women is concentrated in a handful of sectors and in a few trades and professions where women workers have a precarious status, with fewer opportunities than men (Ezzahid 2023 and Canuto and Kabbach, 2023). The indicators show that the diversification of professions among women is declining, while there is a growing concentration of women employed in some specific sectors (Ezzahid, 2023). This means that women have fewer and fewer opportunities for economic empowerment.

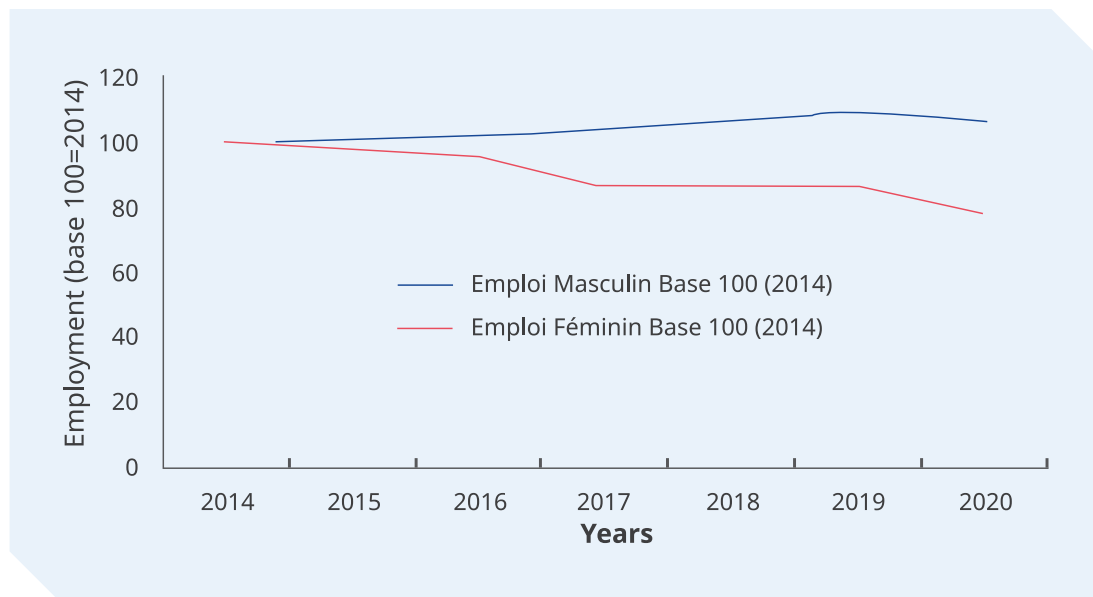
The rate of employment feminization in Morocco has declined in the last twenty years. This trend, coupled with the increase in the rate of male employment, underscores that the latter is growing faster than female employment. Even worse, the recent years indicate a negative growth in female employment, implying a partial loss of female jobs in the country's economy (cf. Figure 1).

► Figure 1. Rate of Jobs Feminization in Morocco



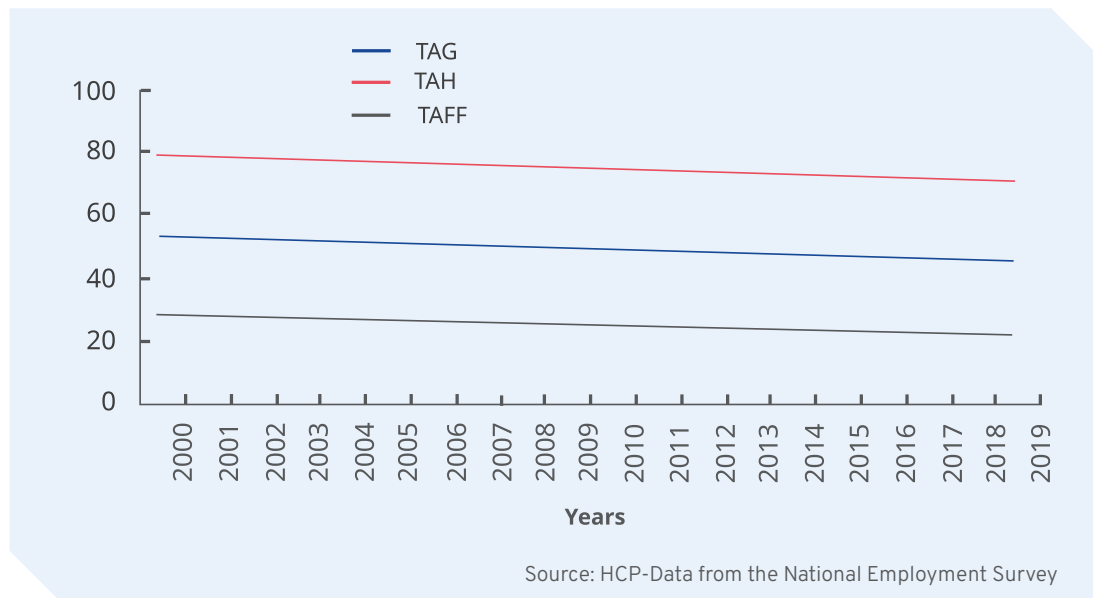
In 2014, the estimated number of employed women in Morocco was 2,877,000. By 2021, this figure decreased to 2,398,000 (cf. Figure 2, base 100 in 2014). Meanwhile, the number of employed men increased from 7,963,588 in 2014 to 8,486,000 in 2019.

► **Figure 2. Evolution in Male and Female Employment from 2014 to 2020 (2014 Employment= 100)**



Another feature of the Moroccan economy is the decline in female employment rates; in recent years, falling to a level that is among the lowest in the world (cf. Figure 3). Almost 8 out of 10 women of working age are unemployed. This inactivity mainly affects married women, women with more than one child, women with elementary school education only and those living in urban areas (see for more details Ezzahid, 2023).

► **Figure 3. Evolution of Overall Employment Rate by Activity and Gender in the Moroccan Economy**



2.2. Analysis of Elasticities of Female Employment in Relation to Economic Growth

The elasticity of female employment in relation to economic growth indicates the percentage increase in female employment when GDP rises by one point. A higher elasticity implies growth-related higher employment rates. The formula for calculating elasticity is as follows :

$$\epsilon = \frac{\frac{\Delta E}{E}}{\frac{\Delta Y}{Y}}$$

Where E and Y are respectively the rate of employment and the GDP, elasticity is a dimensionless quantity since the numerator and denominator are variables that share the same unit, expressed as a percentage.

The elasticity of employment has been calculated for each year from 2015 to 2019. This pre-Covid19 period is more representative of long-term trends. Overall Employment Elasticity (OEE) with respect to economic growth was positive over this period. The elasticity of male employment was also positive in relation to economic growth over the same period. However, overall female employment declined steadily except in 2019. This trend conceals differentiated attitudes towards the employment of women as contributing family workers and the employment of women in general being outside of this category. Regarding the employment of women as contributing family workers, the market has probably begun a long process leading to the elimination of these jobs. The elasticity of this job category was therefore negative throughout the whole period. For the other female workers with a status other than contributing family workers, job elasticity in relation to growth was positive, except in 2016 (cf. table 1).

► **Table 1. Elasticity of Employment in Relation to Economic Growth**

Years	OEE	MEE	OFEE	FEEECFW	EEWSCFW
2015	0.09	0.17	-0.10	0.04	-0.25
2016	n/a	n/a	-1.13	-0.50	-1.81
2017	0.11	0.81	-2.94	0.53	-6.80
2018	0.33	0.48	-0.17	0.64	-1.35
2019	0.52	0.59	0.24	1.68	-2.03

Source : Calculations based on HCP employment data. The figures reveal: the overall employment elasticity (OEE), male employment elasticity (MEE), overall female employment elasticity (OFEE), female employment elasticity excluding contributing family workers (FEEECFW) and employment elasticity of women with the status of contributing family worker (EEWSCFW) with respect to growth. ND indicates that elasticity is not determined.

The elimination of female jobs has mainly impacted contributing family workers, more particularly female workers employed in the agricultural sector. From 2006, the year in which jobs undertaken by women as contributing family workers peaked, to 2021, estimated job losses in the category of female contributing family workers totalled 634,000, with an annual average job loss of over 42,000.

On a positive note, the Moroccan economy has created salaried female jobs. These are much higher quality jobs with greater productivity compared to family caregiver services which represent a marginal form of integration of women through unpaid and often very low-productivity jobs.

This ongoing process can be analysed as a structural transformation reflected in the conversion of heterogeneous and low-productivity jobs into higher-quality but fewer jobs. The number of net salaried jobs performed by women during the period 2006-2021 reached 247,000. This amounts to an annual average of 16,500 salaried jobs created for women. The conversion rate (CR) from low-quality jobs to higher quality female jobs is measured as follows:

$$TC = - \frac{\text{gain net annuel moyen d'emplois salariés}}{\text{variation nettes an.moy.d'emplois en tant qu'aides familiales}} = - \frac{16500}{-42000} = 0,4$$

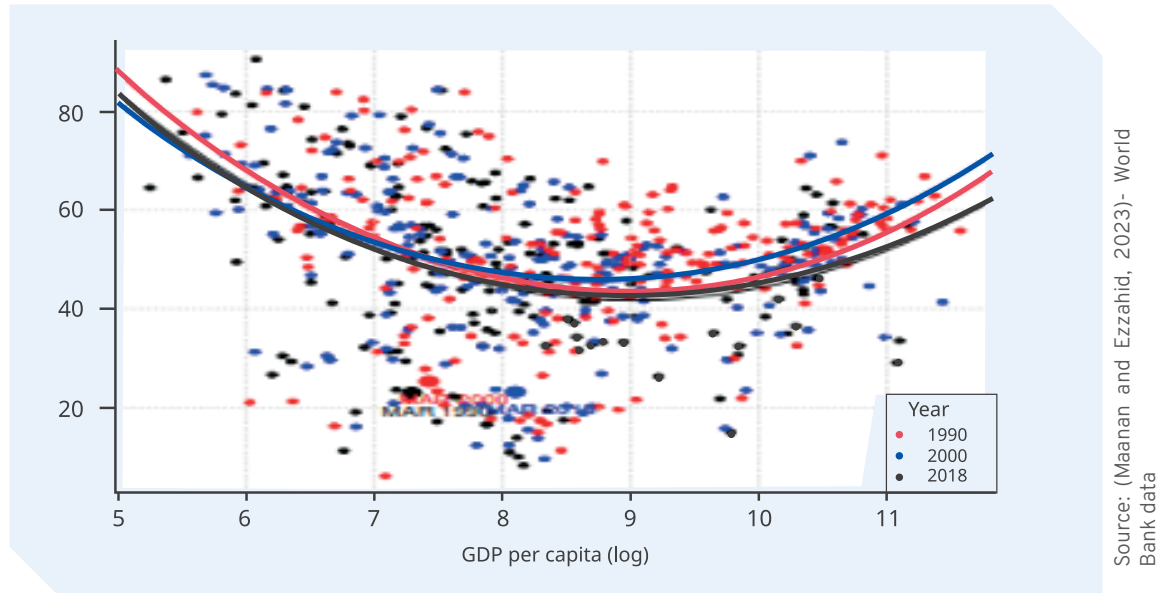
This ratio implies that for nearly every two and a half contributing family jobs lost by women, one job is created for them as employees. This finding should be weighed against the qualitative aspects linked to the employment of women as contributing family workers and employees. This conversion process is almost irreversible and its pace will depend on economic contingencies. The irreversibility of this process depends on the fact that the higher the per capita income is, more individuals will prefer non-vulnerable and well-paid professions. In this context, the question is: what policies should be implemented to ensure that women, once freed from marginal occupations, continue to participate in the labour market and do not contribute to increasing the number of inactive women?

2.3. Evolution of women's employment rate in Morocco: Rationale

History has shown that the transition from an agrarian² to a modern society resulted in the decline of women's participation in the labour market (cf. Figure 4). This major trend shifts the centre of gravity of the economy from agriculture to industry and services, and leads to a change in economic activities and modes of production whereby production sites are moved from the immediate environment of individuals (families, farms) to facilities or offices that are usually located far from where people live.

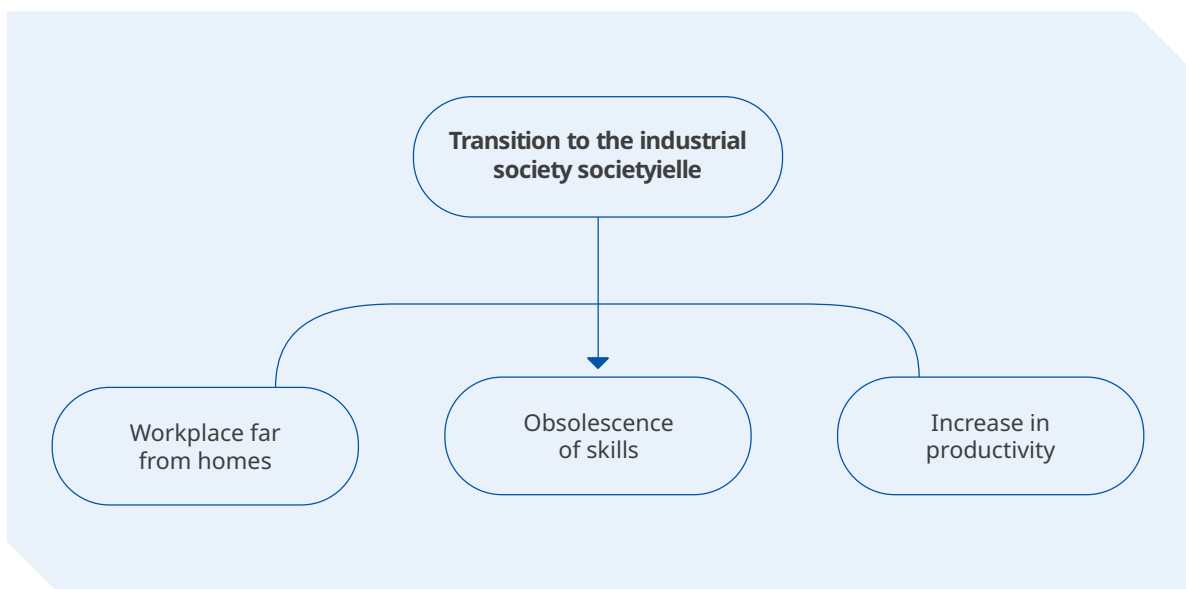
² In our view, modern society is synonymous with the spread of technology manifested by a more intensive use of machinery. More generally, modern society is characterized by the predominance of a certain form of reductive rationality whereby values are separated from the production of wealth.

► **Figure 4. Correlation between GDP per capita and the participation rate of women**



The industrial revolution also led to the destruction or obsolescence of many skills that were once highly valued and exercised by both women and men. The transition to the industrial era and modernisation of production was accompanied by a significant increase in productivity, thus initiating a trend leading to the disappearance of all the activities with very low productivity (cf. Figure 5).

► **Figure 5. Consequences of the transition to the industrial society**

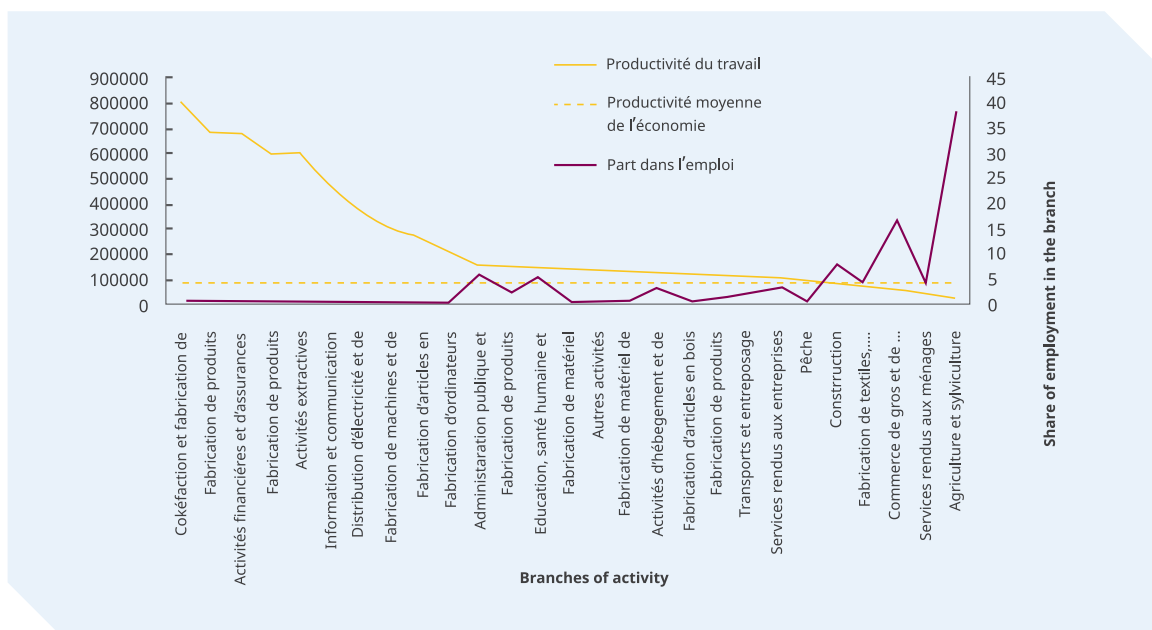


Employment in the agricultural sector, which provided the majority of jobs in pre-industrial and pre-capitalist societies, is expected to decrease as a result of the three consequences illustrated in Figure 5. This trend could be detrimental to female employment. Women's participation rate in the labour market will therefore decrease as a result of agricultural decline if other economic sectors do not offer adequate alternatives to women in terms of created jobs.

In Morocco, historical data highlights the existence of a conundrum regarding the evolution of the female employment rate. Indeed, if before 2000 the employment rate observed was on the increase, a steady downward trend emerged around this date. The decline in the employment rate of women in Morocco prompts us to seek the reasons for this trend within the economy. The context is marked by positive societal transformations for women in terms of overcoming stereotypes, erasing stigmas and changing perceptions as well as adopting legal reforms and regulations in favour of women. In our opinion, one of the reasons behind the fall in the female employment rate (FER) is related to the structure of the economy, its trends and the multiple transformations that disadvantage the employment of women in particular and employment as a whole. Here, the impact of societal factors is probably a consequence of the low additional employment opportunities for women generated by the structure of the economy and its transformation. In other words, while societal factors certainly have an effect, the low increase in women's employment is mainly due to adverse economic factors.

Morocco is characterised by a polarised economy: some sectors are highly productive but only create few jobs, while workers with almost zero or marginal productivity are concentrated in very low productivity sectors. The majority of intermediate branches, with a reasonably average productivity but creating few jobs, do not enable many male and female job seekers to get sufficiently attractive salaries and get integrated in the labour market on the long run (cf. Figure 6). The female employment rate has probably started to decline in recent years owing to the missing middle³ and to the decline of some branches, such as textiles and garment, which pay wages deemed satisfactory in some cities (Ezzahid, 2023; Boucetta, 2023; Ait Ali and Dadush, 2018).

► **Figure 6. Labour productivity (x-axis: per Employee in MAD) versus the share of employment in the branch (y-axis in %)**



Source : HCP-CSE-2014

³Numerous studies refer to "the missing middle". See Sumberg et al. (2021) for similar concepts.

We believe that the impacts of substitution and income, in a context of low job productivity and hence low wages, are contributing factors that explain most of the structural weakness of the participation rate of Moroccan women in the Moroccan labour market. Due to the increase in the average income of Moroccans (measured by GDP or GNP per capita Y/N where Y is the GDP/GNP and N the population), workers with low or no productivity can afford to stop working provided that a solidarity-based society does not force them to seek any job⁴. Indeed, since contributing family workers contribute marginally to the creation of added value, the fact that they stop working does not affect production. Due to the absence of labour markets offering jobs close to wages above the reservation wage (which includes an opportunity cost component), a very large number of women decide to leave the job market. This situation may also be due to protracted periods of inactivity as an optimal strategy to seek a better job (Stark, 1991).

In addition to these major dynamics related to deeply rooted factors, less structural factors linked to the elasticity of the labour market, associated with the net effect of the additional workforce and the discouraged workforce, determine the trend in the rate of female employment. Table 2 gives the correlation between the FER (female employment rate) and some variables providing information on the state of the labour market.

► **Table 2. Correlation matrix**

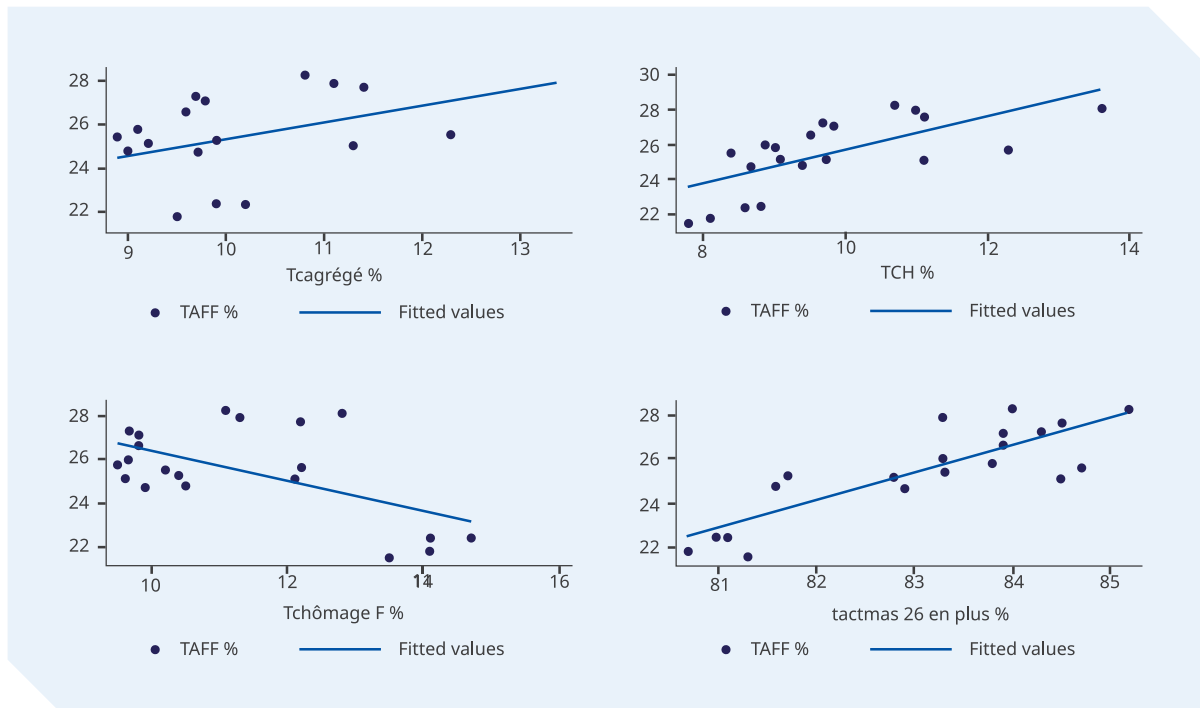
Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)
(1) FER	1.000						
(2) OER	0.929	1.000					
(3) MUR	0.676	0.812	1.000				
(4) URM 25+	0.838	0.944	0.738	1.000			
(5) URW 25+	-0.074	0.166	0.506	0.088	1.000		
(6) FUR	-0.561	-0.339	0.049	-0.424	0.790	1.000	
(7) GDP per capita	-0.797	-0.954	-0.898	-0.919	-0.344	0.148	1.000

Source : HCP data. FER (female employment rate), overall employment rate (OER), male unemployment rate (MUR), unemployment rate in men aged 25 and over (URM 25+), unemployment rate in women aged 25 and over (URW 25+) and the female unemployment rate (FUR).

⁴A solidarity society operates as an insurance mechanism.

In order to identify possible types of correlation between the employment rate of women and some related variables, we have reviewed the figures and trends included in Table 2 and Figure 7 respectively. Since FER is positively correlated with the overall unemployment rate of men mainly over the age of 25, an additional workforce of households who wish to preserve their standard of living may be assumed to have a positive impact. The negative correlation between FER and GDP per capita suggests that the impact of income outweighs the impact of substitution.

► **Figure 7. Correlation between female employment rate (y axis) and selected variables (x axis)**



Overall unemployment rate (%), male unemployment rate (MUR) (%), FUR (female unemployment rate) (%) and ER of men aged 25 and over (%) are respectively the overall unemployment rate, the unemployment rate for men, the unemployment rate for women and the employment rate for men aged 25 and over.

► 3. Sectoral potential for the creation of female jobs

3.1. Calculation of multipliers

Women are employed in all sectors of the Moroccan economy. According to 2014 data, the rate of feminization of jobs peaked in the textiles and leather sectors, computers and electronics manufacturing, education, health and social services with rates of feminization of employment in these branches exceeding 48% without reaching 50%. The three branches with the lowest rate of female employment were extraction industries (3.6%), fishing and aquaculture (4.6%) and construction (5.2%). Two branches account for two-thirds of women's employment: agriculture and education, health and social services accounted for 64.4% of female employment in 2014. These sharply contrast with one another: the former predominantly employs unskilled women with the status of contributing family workers while the latter mainly employs women with medium to high qualifications.

Many women are losing their jobs in agriculture and are earning far less, especially in the service sector. Women are mostly employed as non-salaried contributing family workers. There are many branches where women mostly work as employees. This is the case of branches where informal employment is almost non-existent. The informal nature of different branches of the economy and the lack of social security coverage seem to lead to the attrition of Moroccan women from the labour market⁵.

► **Table 3. Female employment coefficients (jobs per one million MAD of production revenues)**

Branches	Total female employment	Salaried	Non-salaried			Formal	Informal	Skilled	Un-skilled
			Total	E and SE	Contributing family worker				
Agriculture and forestry	10.7	0.5	10.3	1.8	8.5	0.0	10.7	0.0	10.7
Fishing and aquaculture	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.1	0.1
Extraction	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Manufacture of food products and beverages and tobacco	0.5	0.4	0.1	0.1	0.0	0.4	0.1	0.0	0.5
Manufacture of textiles, garment and leather	3.2	2.3	0.9	0.8	0.1	2.0	1.2	0.1	3.1
Manufacture of wood and paper products	0.3	0.3	0.0	0.0	0.0	0.3	0.0	0.1	0.2
Coking and refining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chemical manufacturing	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.1

⁵ In 2020 57.3% of working women were covered by work-related health insurance. On the other hand, only 43.3% of men were in a similar situation (HCP, Social indicators, 2022 edition).

Manufacture of basic pharmaceutical products	0.4	0.4	0.0	0.0	0.0	0.4	0.0	0.2	0.2
Manufacture of rubber and plastic articles	0.3	0.2	0.1	0.1	0.0	0.2	0.1	0.0	0.2
Manufacture of basic metallurgical products	0.2	0.2	0.0	0.0	0.0	0.2	0.0	0.1	0.2
Manufacture of computers and electronic articles	0.9	0.9	0.0	0.0	0.0	0.9	0.0	0.1	0.8
Manufacture of electrical equipment	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.1	0.9
Manufacture of machinery and equipment	0.3	0.3	0.0	0.0	0.0	0.3	0.0	0.1	0.2
Manufacture of transport equipment	0.4	0.4	0.0	0.0	0.0	0.4	0.0	0.0	0.3
Other manufacturing activities	0.3	0.2	0.1	0.1	0.0	0.2	0.1	0.0	0.3
Distribution of electricity, gas and water	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.1	0.1
Construction	0.3	0.3	0.0	0.0	0.0	0.3	0.0	0.1	0.2
Wholesale and retail trade and repair	1.2	0.7	0.5	0.4	0.1	0.6	0.6	0.2	1.0
Transport and storage	0.3	0.3	0.0	0.0	0.0	0.3	0.0	0.1	0.2
Accommodation and catering activities	1.2	1.0	0.2	0.1	0.1	0.7	0.5	0.1	1.1
Information and communication	0.4	0.4	0.0	0.0	0.0	0.4	0.0	0.2	0.3
Financial and insurance activities	0.4	0.4	0.0	0.0	0.0	0.4	0.0	0.1	0.3
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Research and development and services provided to companies	1.8	1.8	0.0	0.0	0.0	1.8	0.1	0.5	1.4
Public administration and mandatory social security	1.4	1.4	0.0	0.0	0.0	1.4	0.0	1.1	0.3
Education, human health and social services	2.9	2.8	0.1	0.1	0.0	2.7	0.2	2.1	0.8
Other services	3.4	2.3	1.1	0.9	0.2	0.9	2.5	0.3	3.1

Sources : HCP data

The analysis of employment coefficients shows that in agriculture almost 12 women are needed to generate one million MAD in production revenue. These women work almost entirely in the informal sector and mainly as contributing family workers. In “education, health and social services” three women are required to generate one million MAD in terms of production. In this branch, women mainly work as salaried employees in the formal sector (cf. Table).

► **Table. Total Overall Impact of Demand Stimulus on Female Employment**

Branches	Total female employment	Salaried	Non-salaried			Formal	Informal	Skilled	Un-skilled
			Total	E and SE	Contributing family worker				
Agriculture and forestry	11.8	1.2	10.6	2.0	8.6	0.7	11.2	0.2	11.7
Fishing and aquaculture	3.2	1.2	2.0	0.6	1.5	1.0	2.2	0.3	2.9
Extraction	1.3	0.4	0.9	0.2	0.6	0.3	0.9	0.1	1.2
Manufacture of food products and beverages and tobacco	5.9	1.2	4.7	1.0	3.7	0.9	5.0	0.2	5.7
Manufacture of textiles, garment and leather	4.9	2.6	2.3	1.1	1.2	2.3	2.6	0.2	4.6
Manufacture of wood and paper products	2.0	0.8	1.2	0.3	0.9	0.6	1.3	0.2	1.8
Coking and refining	1.1	0.4	0.7	0.2	0.5	0.3	0.7	0.1	1.0
Chemical manufacturing	2.1	0.6	1.4	0.3	1.1	0.5	1.5	0.2	1.9
Manufacturing of basic pharmaceutical products	2.5	1.0	1.5	0.4	1.1	0.9	1.7	0.3	2.2
Manufacture of rubber and plastic articles	2.0	0.7	1.2	0.4	0.9	0.6	1.4	0.2	1.8
Manufacture of basic metallurgical products	1.7	0.7	1.0	0.3	0.7	0.6	1.1	0.2	1.5
Manufacture of computers and electronic items	1.1	0.5	0.6	0.2	0.4	0.4	0.7	0.1	1.0
Manufacture of electrical equipment	1.7	0.8	0.9	0.2	0.6	0.8	0.9	0.2	1.5

Manufacture of machinery and equipment	1.2	0.5	0.7	0.2	0.5	0.4	0.8	0.1	1.1
Manufacture of transport equipment	1.5	0.7	0.8	0.2	0.6	0.6	0.9	0.1	1.4
Other manufacturing activities	2.4	0.9	1.5	0.4	1.0	0.7	1.6	0.2	2.2
Distribution of electricity, gas and water	2.6	0.9	1.7	0.4	1.3	0.8	1.9	0.3	2.3
Construction	2.4	1.0	1.5	0.4	1.1	0.8	1.6	0.2	2.2
Wholesale and retail trade and repair	4.0	1.5	2.4	0.8	1.6	1.3	2.7	0.4	3.6
Transport and storage	2.0	0.8	1.2	0.3	0.9	0.7	1.3	0.2	1.8
Accommodation and catering activities	4.4	1.7	2.7	0.7	2.0	1.3	3.2	0.3	4.2
Information and communication	2.8	1.2	1.6	0.4	1.2	1.0	1.8	0.3	2.5
Financial and insurance activities	3.2	1.3	1.8	0.4	1.4	1.1	2.0	0.4	2.8
Real estate activities	2.3	0.8	1.6	0.4	1.2	0.6	1.7	0.2	2.2
Research and development and services provided to businesses	3.9	2.1	1.8	0.4	1.3	1.9	2.0	0.6	3.3
Public administration and compulsory social security	5.0	2.5	2.5	0.6	1.9	2.3	2.7	1.4	3.6
Education, human health and social services	6.6	3.8	2.7	0.7	2.0	3.5	3.1	2.3	4.2
Other services	6.1	3.1	3.0	1.3	1.7	1.6	4.5	0.5	5.6

Sources : HCP-CSE data for 2014: Employers and the self-employed (E and SE).

The calculation of employment multipliers using the SAM (social accounting matrix) yields the findings summarized in Table 4 on the impacts on employment due to the one million MAD increase in exogenous demand related to overall female employment, salaried female employment, self-employed female employment, formal or informal female employment and qualified and unqualified female employment in all branches of the economy.

3.2. Female employment multipliers and sectoral transformation of the Moroccan economy

2014 data on the Moroccan economy shows that for the agricultural sector, to produce one million MAD of revenues, the economy employs about 12 women and 14 men. Therefore, when demand for labour increases in this sector, female employment increases less sharply than male employment, and this increase mainly impacts the employment of women with a precarious status such as contributing family workers, and women working in the informal sector or performing unskilled jobs (cf. table 4).

We have already mentioned that the structural transformation of the Moroccan economy has a two-fold negative impact on female labour. Firstly, the number of female jobs in agriculture shrank especially for women employed as contributing family workers. Secondly, some sectors traditionally hiring female labour released by agriculture and which allow women to integrate more fully into the economy have witnessed a decline in female labour (for the textile industry see Ait Ali and Dadush, 2018).

In this context, job opportunities for women become increasingly scarce, especially among women with elementary school education. The breakdown of the total impact on female employment following an increase in exogenous demand in given sectors is dominated by lower grade jobs. Moreover, additional employment is systematically and by far dominated by non-salaried employment versus salaried employment, by informal employment versus formal employment or by unskilled employment versus skilled employment.

The limited importance of formal labour in the industrial and services sectors that employ women with elementary or secondary school education explains why this category of women is the most exposed to unemployment. While much effort has been devoted to educating girls in the past 20 years, the economy has not created jobs that match their skills or offered them salaries that allow them to leverage their years of study and to compensate for the job opportunity labour cost (Verme et al., 2016). The economy has tended to create female or male jobs with low or no skills. Contrary to what N. Kabeer observed among women in Bangladesh, the opportunities created by the Moroccan economy have not enabled Moroccan women to move from marginal forms of integration to more sophisticated and visible forms. In Morocco, this process has led to greater unemployment and to the swelling of informal employment in the services sector (Kanji, Fei Tan and Toulmin, 2011).

The Moroccan economy is characterized by market forces that have resulted in net jobs losses among the female workforce since 2014. Indeed, women lost almost 500,000 jobs from 2014 to 2021. In addition, labour intensive female employment which is far lower than that of men and disadvantages high quality jobs means that any stimulation of the economy leads to an increase in demand for unpaid, unskilled or informal female labour which exceeds the increase in salaried, qualified and formal female labour.

Evidence seems to show that factors related to female labour supply and especially female labour demand limit the equitable access of women to employment. These factors are strongly linked to the structure of the economy and its dynamics. The decline in the employment rate of women and the loss of female jobs are correlated with the elimination of female jobs trend, especially those in marginal occupations which reflect the poor integration of women into the labour market. The net extent of these losses is due to the fact that sectors traditionally hiring female labour, released by the agricultural sector in the early stages of development and enabling a more sophisticated form of economic integration, have witnessed a decline in the employment of women. The textile and garment sectors have suffered significant job losses far greater than the decline in its value added (Ait Ali and Dadush, 2018, p. 5). The public administration sector, reputed to offer jobs that attract women who have studied in higher education, phased down its recruitment in the early years of 2000.

► 4. Towards an ecosystem approach to achieve outcomes in gender equality on the labour market

The participation of women in the labour market and their access to paid employment are essential to their economic empowerment. To accelerate and consolidate this process, a systematic approach must be followed so that all programs and policies converge from their design stage, in order to address the root causes, the positive and negative factors and elements that enable progress in gender-equitable employment.

The upscaling strategy aimed at improving gender-equitable employment should be based not only on the contribution of women's employment to growth, which has its own merits since women form an additional labour force and provide a pool of skills adding up to those of men, but it should also be based on ensuring greater equity between men and women. Indeed, women as human beings have the right to access resources, to improve their well-being and to be equal to men regardless of their possible contribution to economic growth (Esquivel, 2017).

Central to our approach when dealing with factors related to the participation of women in the labour market is the need to take into consideration the factors impacting both the supply and demand for female labour. This approach is supported by the fact that while substantial efforts have been made to educate women and mitigate the stereotypes that limit their access to market, demand for their labour remains limited, mainly because of the extent and direction of the structural transformations which disadvantage branches that heavily draw on female labour, especially on women with elementary/middle school education (Ezzahid, 2023; Boucetta, 2023).

Regarding the strategy to expand gender-equality, we can rank the positive or negative factors in relation to this objective according to whether they apply in the short term, medium term or long term. This ranking correlates with the situational, political, cyclical, societal or structural factors which facilitate or hinder the participation of women in the labour market, their economic empowerment and their equality with men in terms of employment.

Another dimension to consider in the analysis of the formulation of policy options to achieve gender-equitable employment results is how women throughout their lives experience segregation/socialisation that causes them to accumulate fewer skills, and find themselves overburdened with domestic chores and directed towards training, trades, sectors determined according to criteria based on a vision dictated by the sharing of male and female roles in society. When women overcome all the barriers, enter the labour market and secure a job, other factors come into play that cause them to earn lower salaries and to benefit from promotions less frequently (Ezzahid, 2023).

The political response to the current state of female employment must distinguish between the needs to be met in the short term and the mid to long term measures to be taken. In the short term, the aim is to address emergencies to reduce suffering and to preserve current levels of income and female participation in the labour market. In the longer term, the goal would be to consolidate the achievements and to overcome or eliminate the obstacles that prevent women's empowerment and to establish an equitable and inclusive environment for both men and women.

The approach we have taken considers the diminishing marginal effects of different measures to expand gender-equitable employment and reviews how to leverage targeting in order to optimize the positive impacts of the different programs implemented and the realities and long-term trends that affect women's condition. The approach must combine mitigation measures and measures that contribute to changing behaviors that only produce long-term results but makes it possible to address the root causes of gender inequality on the Moroccan labour market. The aim is to reduce gaps between men and women in participation rates, unemployment, employment, salaries and exposure to vulnerability by eliminating horizontal and vertical segregation.

⁶ Les arguments en faveur de l'égalité hommes-femmes peuvent être fondés sur les principes d'efficacité ou sur des principes d'équité (Esquivel, 2017; Okun, 1975).

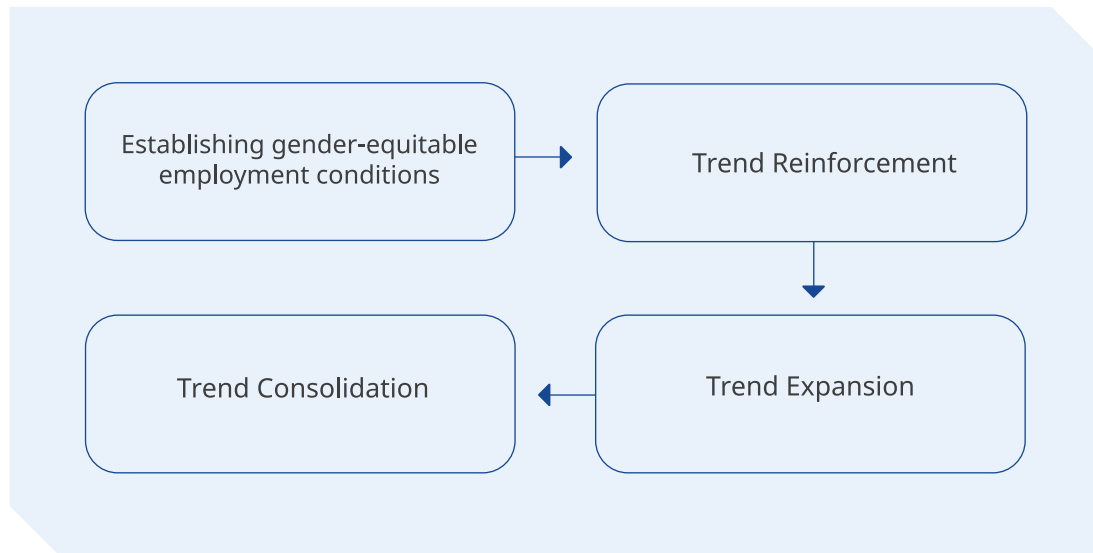
4.1. Classification of factors related to gender-equitable employment

Studies conducted on the participation of Moroccan women in the labour market show both quantitative aspects related to the downward trend in the female employment rate and qualitative aspects related to vulnerability, the absence of remuneration or protection of jobs performed by many women. More broadly, these studies document cases of gender inequality in pay, trade, professions and status. Factors related to the status of women on the labour market and their equality with men may be listed as follows :

- Factors related to societal and social values favorable or unfavorable to women ;
- Factors related to socialization and the sharing of roles among genders ;
- Factors related to constraints generated by family responsibilities, regarding child custody and the provision of care to others (Cf. the analysis of the structure of the time budget of men and women in deliverable1) ;
- Factors related to the availability of infrastructures for providing care to others and the availability of infrastructure that reduces the time needed for domestic tasks such as the electric grid, drinking water and sanitation ;
- Factors related to the acquisition of skills by women through education, training and internships;
- Factors related to the structure of the economy and the dynamics of economic sectors with high female employment potential :
- Factors related to the direction of structural transformation of the economy and the relative importance of sectors that may create jobs for people with low, medium or high skills ;
- Legal constraints/rules regarding gender-equitable employment and the enforceability/ implementability of rules;
- The existence of a wide range of employment opportunities for women according to different periods in their lives, their preference according to their specific circumstances and their needs in terms of achieving a balance between work and their family ;
- The existence of transport infrastructure facilitating travel and mobility of women which reduces the job cost of employment and in turn lowers their reservation wage.

By reviewing the constraints which hinder the drivers that facilitate achieving a high degree of gender-equitable employment, we are able to classify these factors according to their impact on meeting this objective. This classification facilitates the sequential implementation of complementary measures likely to sustain this trend, reinforce and consolidate it according to the different dimensions of female participation in the labour market. The above-listed factors apply in a self-reinforcing cycle as illustrated in figure 8 below.

► **Figure 8. Gender-equitable employment creation, reinforcement consolidation and expansion cycle**



4.2. Correlation between contributing factors

Numerous factors affect gender equality. They range from systematic factors that affect all women, such as macroeconomic conditions, to factors affecting particular categories. The specific factors include factors related to the family context (parents' education; being part of a stable or instable family ...), or where women live (city, rural area, small town, large town) and the particular status of women (educated, married, single, widowed, divorced, having children or not). These factors sometimes have a temporary or permanent impact on gender-equitable employment.

The most critical cases are those of women heavily impacted by factors that negatively and strongly affect their equality with men. This category of women is also underprivileged in comparison to other women who live in relatively better conditions. These women live in very adverse conditions (women suffering from extreme poverty or single mothers). They live in locations where jobs have been lost (due to the relative decline of sectors of employment such as the textile sector or due to the mechanisation or digitalisation of the jobs that they performed). They do not receive grants that enable them to improve their circumstances (women without training and without a social network) and live in environments that are not concerned with creating legal guarantees to consolidate gender-equitable employment.

► 5. Policy options to achieve gender equality on the labour market

The path towards gender-equitable employment is long, tortuous, complex and not without risks of regression. Our proposals entail short-term options stemming from the concern to mitigate the negative effects of extreme exclusion and the relative ease of their implementation. Medium-term measures are intended to address the direct root causes of gender inequality on the labour market, while long-term measures aim to consolidate the achievements and eliminate the causes of probable reversal of the positive moves towards gender-equitable employment. Admittedly, this classification of policy options is not ideal but it suggests an integrated approach to improve the situation by removing or mitigating negative factors and maximizing the extent or impact of factors that positively influence gender-equitable employment (cf. Figure 9).

► **Figure 9. Policy options to achieve gender equality on the labour market**

	Impact mitigation	Addressing the causes of the problems	Consolidation of the foundations of an inclusive society for women and men
Short-term	Tackling urgent situations.		
Mid-term		Addressing the root causes of problems and laying the foundations for GENDER-EQUITABLE EMPLOYMENT.	
Long-term			Setting society on a track that creates opportunities and includes both men and women.

5.1. Short term avenues for action

5.1.1. Open positive discrimination in favour of vulnerable women

Any policy aimed at developing gender-equitable employment will have to take into account the most vulnerable women groups and prioritise them. Such groups include women who experience multiple accumulated vulnerabilities (cf. Figure 10). The aim is to break free from the traps of extreme exclusion and reverse the vulnerability self-reinforcing processes. This targeting ensures effectiveness and efficiency.

► **Figure 10. Breaking the vicious circles through affirmative and targeted measures**



A fine segmentation will help design targeted measures to alleviate the burdens that weigh on the women most affected by exclusion and inequality in the labour market. Women who live in underprivileged locations, unskilled, illiterate women⁹, fragile women, women who live in households where none of the family members work¹⁰, and who live in deprived areas should be given priority through programs or policies that combine measures for job quotas (strong positive discrimination), social protection, capacity building¹¹, conditional social transfers and the creation of conditions conducive to self-employment and the development of income-generating activities¹². The goal is to prioritise/push/accelerate the sustainable economic inclusion of women experiencing multiple vulnerabilities. These programs need to be put in place urgently¹³ to mitigate the consequences caused by the exclusion of these women¹⁴. In practice, quotas can be set aside for very poor women as part of employment guarantee schemes (Lagdass, 2022).

In this context, it should be recalled that the applicable decree for the new investment charter enacted in 2022 introduced the criterion of a minimum number of jobs created for women as a condition for being eligible to receive grants. In all events, it is necessary to explore how positive discrimination favourable to women experiencing multiple vulnerabilities can benefit gender-equitable employment. The thinking at this level is to combine support/protection, the upgrading of skills and “nudging” for those women who are vulnerable in many ways to enable them to overcome the traps of poverty and exclusion in the long term. It is therefore a question of designing a complete package of services to enable poor women to overcome hardship. These programs will have to be tailor-made given the specific circumstances of extremely poor women and the many challenges they face.

⁹ Current data shows that almost 45% of women are illiterate compared to 35% of men. Unfortunately, even among young people (aged 15-24) the illiteracy rate is high.

¹⁰ Econometric studies reveal that women who live in families where no one participates in the labour market are more exposed to joblessness (Maanan and Ezzahid, 2023). This indicates that these women are not part of a social network that can provide them with job opportunities.

¹¹ F. Zahid recounts in her deliverable 3 for ProAgro that the women members of a cooperative she visited underwent only three training sessions over a period of 12 years (p. 38).

¹² We may also consider cases of long-term unemployed and first-time job seekers with low employability.

¹³ F. Zahid's investigations in three douars in Khemisset show that women regret “a blatant lack of institutional support for women in these three rural districts. This support must be converted into local supervision, training, technical capacity-building and personal development allowing them to increase their individual, inter-relational and collective empowerment and enhance their income as well” (F. Zahid, deliverable 3, p. 41)

¹⁴ See the case of women in the Oulad Jamaa Douar analysed by F. Zahid in deliverable 3 of ProAgro (Zahid, 2023a).

5.1.2. Anchoring the gender equitable employment in legal reforms by engaging all stakeholders

The laws (constitution, organic laws, ...) in particular and the legal framework in general govern the behaviours and actions of all stakeholders. They play an important role in shaping the attitudes and decisions of men and women. Morocco has undertaken a major overhaul of its legal system, placing employment gender equality at the heart of its objectives. Both the new development model and the official message recognise the need to anchor this objective in the Moroccan legal system in order to encourage all stakeholders to strive towards it. We must move in this direction and remove residual discrimination which hinders gender-equitable employment from the labour law in particular and the legal system in general. This approach will send a strong signal to all stakeholders to direct their choices, expectations and decisions to achieving gender equality in employment.

5.1.3. Diversifying mechanisms, forms and channels of employment designed to integrate women into the labour market

It is necessary to set up mechanisms, authorise modes of work and experiment systems likely to integrate women into the labour market by enabling them to perform activities that closely match their circumstances either because of the very nature of these activities or the conditions in which they are carried out, or because of the constraints faced by women and their preferences. This approach would entail providing more flexible arrangements to introduce part-time work for instance according to the needs of women and their specific constraints¹⁵. Indeed, these mechanisms often meet women's aspirations in terms of balancing their professional, family, or personal life. We must create an environment in which women are not forced to choose between work or family, but one that allows them to reconcile the two (Goldin, 2021).

5.1.4. Strengthening the accumulation of human capital by women and addressing the basic skills trap syndrome

One of the most promising ways capable of enhancing women's access to better quality jobs and reducing gender inequality in employment is to boost the accumulation of human capital by women, targeting rural women particularly those living in the poorest regions, NEET women¹⁶, and women released by the agricultural sector who previously worked as contributing family workers with limited technical skills. The aim is to provide them with skills that are valued by potential employers or that will enable them to set up their own businesses. Efforts must be deployed to address the trap related to elementary skills (acquired in primary or middle schools) which no longer allow women to access the labour market, or only allow marginal access through unpaid jobs. Available statistics show that these women experience the lowest participation rates on the labour market (Ezzahid, 2023). Indeed, one issue to be addressed is the very low rate of feminization of trainees in specialised vocational training provided by the Office for Vocational Training and Labour Promotion- OFPPT (Lagdas, 2022, p.42).

5.1.5. Mitigating the effects of structural adjustments impacting female labour-intensive sectors

In Morocco, the relative contraction of the labour market in highly labour-intensive sectors particularly for women, such as the textiles-garment¹⁷ sectors, has had a strong impact on women's employment. The mechanisation of several tasks has also resulted in the reduction of the number of jobs offered to them in branches that previously enabled them to earn an income and to upgrade their skills and their qualifications.

As a result, these structural transformations undermine the process of mitigating employment inequalities between men and women, especially since the reduction in the number of employees probably affect women more in a social context which considers that men have priority in employment when job vacancies are in short supply. Thus, mitigating the effects of structural adjustments affecting branches that are highly intensive in female employment should be prioritised by helping these women to move to other regions or to other branches or sectors with job opportunities by upgrading

¹⁵ According to the A. Bouharrou and R. Filali Meknassi study (2022) "Part-time work does not appear in Moroccan legislation, whether in the labour code or in statutory provisions governing public employment" (p. 1).

¹⁶ According to the HCP, young girls aged 15-24 represent three quarters of NEETs, totalling nearly 1.7 million. NEETs are those who are not in employment, education, or training. Some of these NEETs are job seekers (just under a quarter) and the other part are jobless.

¹⁷ This branch of the economy has recorded a slight relative upturn in business activity in recent years.

their skills and shaping the incentives in their favour. The current transformations result in a small range of choices open to Moroccan women on the labour market. Women are losing their jobs in agriculture and industry and find themselves forced into joblessness or work in the services sector, often informally.

5.1.6. Reducing gender inequality in unpaid domestic labour

The statistics collected in the time budget survey (2011-2012) reveal that in Morocco women are mostly employed in domestic labour¹⁸. Moroccan women devote 21% of their time budget to domestic work, while men only devote 3%. Reducing gender inequality in the performance of unpaid household activities will free up time for women to acquire skills and advance in their careers. Since women are far more committed than men to performing domestic tasks, educating their children and undertaking other unpaid activities, many women in employment prefer not to be burdened by responsibilities within the organization where they work, thus missing opportunities to advance their careers and earn higher salaries. This is part of what the ILO's 2019 report "Care Work and Care Jobs: For the Future of Decent Work" described as the "motherhood employment penalty" and recognised as a global issue. Efforts to raise awareness and change attitudes are required to encourage all family members to contribute to domestic activities, which would impact women's choices by freeing up more of their time and would result in reducing gender inequalities on the labour market.

5.1.7. Using fiscal measures

The International Labour Organization (ILO) has long advocated using tax measures and grants to encourage two-income families by modulating the mix of benefits and costs provided through the strict sharing of roles in households in favor of households who earn two incomes. This is one of the six broad-based policies proposed by the Economic and Labour market Analysis Department in its report "Global Employment Trends for Women 2012". It is a known fact that individual taxation of income and the provision of adequate childcare infrastructures to households result in greater participation of women in the labour market.

5.2. Mid-term avenues for action

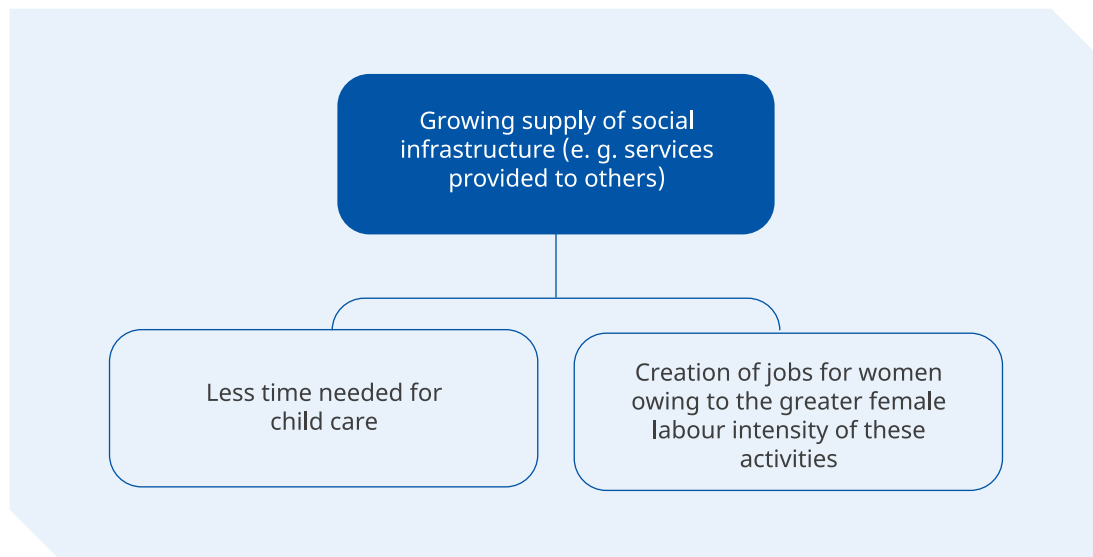
5.2.1. Developing and strengthening social infrastructures¹⁹ designed to provide care services to others

The data collected shows that a very large number of women leave the labour market after marriage because of family commitments, especially after the birth of their first child (Ezzahid, 2023). The existence, quality and affordability in terms of cost and proximity to a network of private, public, associative or partnership providers of childcare services will help women strike a balance between their professional activity and their family constraints. Moreover, these services are highly female labour intensive (Cf. figure 11). HCP data shows that in Morocco women make up 90% and 95% of the total number of public and private pre-school educators respectively. In the traditional preschool sector, female employment is around 70% and is consistently over 50%.

¹⁸ In her study focused on three douars, F. Zahid showed how in these three rural areas "the busy schedule of women leaves them little time to plan or learn lucrative activities. This leads to an overload of work for women and deprives them of many opportunities to undertake remunerated productive activities" (F. Zahid, 2023, deliverable 3, p. 43)

¹⁹ We use this term to refer to all types of care and community services provided to individuals, households, businesses and collectivities. These services are not tradable and should involve direct, permanent and dedicated contact between providers and requesters. This concept includes care services provided to others as well as services provided through local community jobs and social and solidarity economy. There is clearly a need to structure the concepts and to clarify the discussion. Different authors use different concepts which cover more or less identical aspects.

► **Figure 11. Dual impact of the increase in the supply of social infrastructure**



5.2.2. Mitigating, overcoming or eliminating stigma, prejudices, stereotypes, negative perceptions and conscious or unconscious biases against female labour

Unfortunately, the available data shows that stigma, negative perceptions and stereotypes linked to gender or particular trades and professions still persist in Moroccan society and mainly affect female jobs and occupations. In addition, men are still reluctant to accept that women take control and exercise authority. A key priority is to change the mindset of Moroccan men and women by explaining to both that what matters is ensuring their respect and dignity and their contribution to improving the well-being of Moroccan citizens to the benefit of the Moroccan society. The ultimate goal is to foster the trend towards a culture of inclusion and self-fulfillment based on human dignity and the full respect of human rights of all, men and women.

5.2.3. Diversifying and upgrading the public transport network

It is a well-known fact that the public transport network in Morocco is expensive²⁰ compared to the salaries of Moroccans, unintegrated, out of date, far from where people live and far from being comfortable, especially inside large conurbations such as Casablanca, Rabat-Salé-Temara or Fez. For example, it sometimes takes two hours to travel (one way, including waiting time) from the center of Rabat to Tamesna, a town just over 22 km away. Given that labour pools are far from where the majority of low-income women live, any policy aimed at increasing the participation of women in the labour market must alleviate this major constraint.

In this context, an efficient, integrated, affordable and local transport system is required to facilitate mobility for everyone and make travelling less painful for women undertaking jobs that will help them achieve economic empowerment. The aim is to promote, through improved mobility, work-family balance by reducing the time women spend travelling.

5.2.4. Improving respect and safety for women

Regrettably, problems with regard to respect for women at the workplace persist in Moroccan society especially in the informal sector. Sexual, verbal and physical harassment, as well as discrimination are widespread, especially in the informal and unprotected private sector²¹. This factor explains the small proportion of women who accept available jobs because they feel that they will be exposed to

²⁰ For a worker who earns a daily salary of 100 DH and pays on average 10 DH to travel to and from the workplace, that is 10% of her salary.

²¹ In April 2023, I attended a workshop at Hassan II University in Casablanca where colleagues presented the results of a survey on job quality. According to this survey, sexual harassment is more present in the organized formal sector than in the informal. Colleagues explain this result by the fact that in the informal sector, employers and employees know each other well and, as a result, this type of behaviour is less frequent.

unacceptable behavior, especially since there are still taboos in Moroccan society around naming and shaming such practices in public. On the other hand, even if safety has greatly improved recently, it still falls far short of reassuring women that they can move around with full peace of mind anywhere and at all times. Respect for women and the prevention of abusive behavior against them should be a priority both in public places and at the workplace.

5.2.5. Developing female entrepreneurship

In the current context marked by transformations and disruptive reshaping of the labour market and by the numerous forms of integration into this market, female entrepreneurship needs to become a serious option. To achieve this, the causes that explain the low rate of business creation by women and the causes that reduce their survival rate, development and formal establishment must be identified and unraveled. We recommend making this avenue for action a major focus lever because the exercise of an income-generating activity in one's own company can be a driver for the integration of a large number of women into the labour market, enabling them to become economically empowered.

Indeed, entrepreneurship in various forms can enable women to become economically empowered by exercising activities chosen according to their qualifications, skills, personal constraints and other context driven data. Given the constraints which reduce the percentage of businesses created by women, it is important to attempt to facilitate the creation, management, development and formal establishment of businesses, especially in underprivileged localities and for those with fewer capabilities and resources. Upstream and local support, an experimental approach, a learning-based strategy and a mentoring attitude are instrumental in working with women who are new to entrepreneurship. Creating more support for businesses created by women throughout their life cycle should not be ruled out given the many pitfalls that await these businesses. This support can include a package of services ranging from incubation to financing and preferential access to local government contracts, such as in the program III of phase III of the National Initiative for Human Development (INDH, 2019).

5.3. Long-term avenues for action

5.3.1. Promoting sectors, technologies, occupations, arrangements and transformations that include women and are conducive to gender-equitable employment

The labour market is undergoing transformations at all levels. These transformations are not necessarily conducive to labour in general and to the employment of women in particular, especially extremely underprivileged women. It is now clear that conventional measures such as those observed in recent decades will not create jobs. Sources of employment are becoming increasingly rare, hence the importance of seeking an equitable distribution of jobs between men and women. To this end, it is necessary to develop different sectors and technologies and encourage occupations and transformations which are likely to further the economic inclusion of women and gender-equitable employment.

The aim is not to counter the key trends observed around the world which impact the developing countries that are supposed to benefit from the influx of more women on the labour market, but to create the conditions to mitigate the negative effects and improve as much as possible adjustment capacities and adaptation pace of different groups of women who are of working age.

5.3.2. Inducing change in men's behavior towards their greater participation in unpaid domestic work

Society evolves slowly. This situation is perfectly illustrated by the slow pace of change in attitudes regarding gender roles in society. However, through education, awareness raising and adequate incentives, the pace of societal and social change can be modulated and accelerated especially in situations where it increases equity and alleviates the burdens that unfairly fall on women. Increasing the contribution of men to performing unpaid, exhausting and time-consuming domestic activities is a powerful driver to achieve greater equity that frees women to engage in remunerated work and become economically independent. In this case, through nudging, we can induce change in male behavior by demonstrating that their contribution to domestic work could produce benefits in households that outweigh the time lost in performing domestic tasks. Indeed, the time devoted to the family can be regarded as a collective investment.

► 6. Conclusion: towards an equitable society generating opportunities for both women and men

Moroccan women's participation in the labour market is weak with a low employment rate, as they mainly undertake unpaid jobs, and do not earn salaries on a par with those earned by men. They also work very long hours due to exhausting domestic chores within their households, and encounter many barriers hindering the acquisition of skills that could enhance their employability and increase gender equality on the labour market.

Regarding policy options to achieve gender-equitable employment outcomes, our vision is founded on a review of available data and studies on female employment in Morocco. Female employment supply and demand are both fundamental factors in our approach. An integrated approach (functioning like an ecosystem) is necessary so that upstream efforts to educate women and encourage them to enter the labour market get supplemented by a range of measures to meet demand for labour in general and female labour in particular.

In this regard, we need to recall some of the factors which hinder the participation of women in the labour market or limit gender-equitable employment. These are 1) factors leading to a decrease in the supply of adequate jobs in terms of salary and quality due to economic transformations detrimental to employment in general (jobless growth) and which create few female jobs, 2) factors which limit the employment of women in available jobs, 3) the non-accumulation by women of skills and qualifications required by employers, 4) the probable discrimination by employers against women in terms of recruitment, salaries and promotions and 5) societal and social norms and institutions detrimental to the employment of women.

► References

Ait Ali, A. and Dadush, U., (2018), Deindustrialization and Employment in Morocco, OCP Policy Center, November 2018, PB-18/34

Boucetta, M., (2023), Women's Accessibility to Economic Opportunities in Morocco, Policy brief 18/23, Policy Center for the New South

Bouharrou, A. and Filali Meknass, R. (2022): Part-time work: Study of the law and implementation measures in public employment in Morocco. Summary report. ILO, Ministry of Economic Inclusion, Small Business, Employment and Skills, Kingdom of Morocco. Place of publication, 2022.

Canuto, O. and H. Kabbach , (2023), Gender inequality in the labour market: the case in Morocco, Policy Center for the New South, Policy Brief 12/23

Doepke, M., Anne Hannusch , Fabian Kindermann, Michèle Tertilt, (2022), the economics of fertility: a new era, Working Paper 29948, National Bureau of Economic Research, <http://www.nber.org/papers/w29948>

Duflo, E., (2012), "Women empowerment and economic development", Journal of Economic Literature, Vol. 50(4), pp. 1051-1079

Esquivel, V. (2017), "Efficiency and gender equality in growth theory: simply add-ons", Canadian Journal of Development Studies - Canadian Journal of Development Studies 38 (4), November 2017

Ezzahid, (2023), Mapping and characteristics of female employment in Morocco, Report prepared for the ILO, Geneva

Goldin, C., (2021), Career and Family: Women's Century-Long Journey Towards Equity, Princeton: Princeton University Press.

HCP, (2022), Social indicators, ed. 2022

HCP, (2023), Employment Satellite Account 2014

National Initiative for Human Development- INDH, (2019), Presentation of phase III 2019 – 2023, <https://andp.unescwa.org/sites/default/files/2021-06/Initiative%20Nationale%20pour%20le%20Human%20Development.pdf>

Lagdaz, A., (2022), Mid-term review of the National Employment Strategy (SNE) and the National Employment Plan (PNPE), Report on the "Inclusion of women" Component, Version July 7, 22

Kanji, N., Su Fei Tan and Camilla Toulmin, "Introduction: Boserup revisited" (2011), in Ester Boserup, Woman's Role in Economic Development, Earthscan, New York

Maanan S. and E. Ezzahid, (2023), Exploring the Determinants of Female Labour Force Participation in Morocco: Evidence Using 2014 Census Data

ILO, (2019), "Caring for Others: Work and Jobs for the Future of Decent Work" ILO 2019

ILO, (2012), Global Employment Trends for Women 2012: Gender Gap in the Labour market:

Two Steps Forward, One Step Back, Economic and Labour market Analysis Department

Okun, AM, (1975), Equality and Efficiency: The Big Tradeoff, Washington: Brookings Institution

Sumberg J, Fox L, Flynn J, Mader P, Oosterom M. Africa's, (2021), "youth employment" crisis is actually a "missing jobs" crisis, Dev Policy Rev. flight. 39, p. 621–643. <https://doi.org/10.1111/dpr.12528>14677679, 2021, 4, Downloaded from <https://onlinelibrary.wiley.com/doi/10.1111/dpr.12528>

Verick, S., (2014), Female labour force participation in developing countries. IZA World of Labour 2014: 87 doi : 10.15185/izawol.87, September

Verme, P., Barry, AG, and Guennouni, J., (2016), Female labour participation in the Arab World: Evidence from panel data in Morocco, Labour, 30(3): 258–284. doi: 10.1111/labr.12078. URL <https://onlinelibrary.wiley.com/doi/abs/10.1111/labr.12078>.

Zahid, F. (2023a), Barriers to the economic inclusion of rural women and determinants of their inclusion/exclusion – (ProAgro)-34 pages

Zahid, F. (2023b), Barriers to economic inclusion of rural women and avenues of action for better economic inclusion (ProAgro) - 50 pages



International
Labour
Organization

