



## Annex 3: Gender Analysis and Gender Action Plan

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#### 11.1. Introduction

The objective of a Gender Action Plan is to establish the considerations necessary to integrate the gender dimension into the development of projects. These considerations are based on an analysis of the context, which includes the regulatory framework and the characteristics of the situation of women in the territory considered. The gender analysis provides the necessary elements to develop a Gender Action Plan with specific indicators on how the project contributes to equity and the empowerment of women.

Thus, in this annex, we first deal with the gender analysis framework, in particular the gender dimension at UNDP as well as in GEF projects and programs.

Then, we situate the institutional framework of gender equality in Morocco and more precisely in the sector of sustainable development and considering the regional dimension.

The gender analysis will then be presented by identifying the gaps between women and men according to three classifications: (i) access and control of natural resources, (ii) participation of women in decision-making, and (iii) socio-economic benefits and services. These differences are stated for the Marrakech region whenever data is available.

We then present the main recommendations and measures which result from this analysis and which could be carried out within the framework of the project of "Strengthening the sustainable development of the city of Marrakech through innovative planning and financing" in order to promote gender equality and women's empowerment in this project.

Finally, we present the gender action plan by component (Table 11.1) as well as the specific action plan (Table 11.2) of the activity "4.1.3.1.: Implementation of the Gender Action Plan". These two plans will be presented in tabular form specifying the main gender-related activities, performance indicators, target, baseline, time planning as well as budgets for carrying out these activities and responsibilities.

#### 11.2. Gender analysis framework

## UNDP and gender

The UNDP Gender Equality Strategy<sup>53</sup> emphasizes the critical importance of gender equality and the empowerment of women and reaffirms that sustainable human development will only be fully achieved if women and girls are able to contribute on an equal footing with men and boys to their society.

## GEF and gender

Equality for women and girls is a strategic and operational imperative for the GEF<sup>54</sup>. Men and women use natural resources differently and, therefore, are affected differently by changes to these resources. Gender inequality and social exclusion increase the negative effects of environmental degradation on women and girls. Despite recent promising policy and legal reforms in a large number of countries, persistent discriminatory gender social and cultural norms, unequal access to land, water and productive assets, and unequal decision-making continue to prevail and prevent women and men from participating, contributing and benefiting equally from environmental projects and programs.

The recognition that efforts to tackle environmental degradation and those to tackle gender inequality can be mutually supportive is also reflected in the 2030 Agenda for Sustainable Development which recognizes equality gender and women's empowerment as a fully-fledged Sustainable Development Goal (SDG), as well as a catalyst for achieving other goals.

The GEF adopted a new gender equality policy at the end of 2017. This policy marks the increased ambition of the GEF to ensure gender equality and promote the empowerment of women in all of its operations. More specifically, this policy aims to ensure equal opportunities for women and men to participate in, contribute to and benefit from GEF-funded activities, all in support of efforts for a better environment at the global level.

## Gender gaps for projects and programs

Through their different roles and responsibilities and their varying priorities and needs, women and men shape the drivers and pressures on environmental resources and systems. Women and men use natural resources in different ways. As such, women are essential in addressing environmental challenges. Nevertheless, inequalities and gender gaps persist. The GEF Gender Implementation Strategy identifies three gender gaps that are most relevant to GEF projects and programs<sup>55</sup>, these gaps are:

- (i) Unequal access and control of natural resources.
- (ii) Imbalanced participation and decision-making in environmental planning and governance at all levels.
- (iii) Unequal access to socio-economic benefits and services.

It is this classification that we use to expose the differences between women and men in **section 11.4**.

### 11.3. Institutional framework for gender equality in Morocco

Morocco has implemented major gender equality reforms over the past two decades. Actions confirming the desire to root egalitarian values between the sexes in institutions and within Moroccan society have multiplied and accelerated, while being part of a coherent and converging framework.

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The main institutional advances relating to the implementation of gender-sensitive public policies, particularly in the sustainable development sector and considering the regional dimension were:

<sup>53</sup> Guide to Gender Mainstreaming in UNDP Supported GEF Financed Projects, October 2016

<sup>54</sup> Policy on GE, GEF, Nov. 2017

<sup>55</sup> Guidance to Advance Gender Equality in GEF projects and programs, December 2018

1. The adoption in 2006 of the National Strategy for Gender Equality and Equity by integrating the gender approach into development policies and programs. A circular from the Prime Minister, dated March 8<sup>56</sup>, 2007, confirms the legitimacy of this national strategy by asking the ministries, Walis and governors to proceed with the integration of gender in all policies and in sectoral and regional development programs. Several ministries have embarked on a process of institutionalizing the integration of gender equality in their respective sectors through the development, adoption and implementation of medium-term programs for the institutionalization of gender equality.
  2. The implementation of the Gender Equality Strategy in all national policies was boosted by the adoption of the 2011 Constitution. This Constitution reaffirms Morocco's commitment to human rights as they stand, are universally recognized, thus paving the way for broadening the normative frame of reference in matters of equality and law. It guarantees gender equality and extends it to the economic, social, cultural and environmental fields<sup>57</sup>.
  3. The ministerial department responsible for sustainable development presented its Strategy for institutionalizing the integration of gender equality in 2018<sup>58</sup>. This strategy offers an appropriate operational framework for setting up projects aiming at equitable access to the right to a healthy environment, while respecting the provisions of the Finance Law in terms of the application of an efficient approach sensitive to gender<sup>59</sup>.
  4. This strategy (2018-2021) is structured around two axes: (i) Creation and development of a lasting institutional capacity to ensure the anchoring of gender equality in the sustainable development sector, and (ii) Integration of the gender approach in the planning, implementation and monitoring of programs and projects in the sustainable development sector. This second axis is broken down into three projects, one of which consists of "the development and implementation of a methodological guide and a training program for executives of the Department of Sustainable Development in gender analysis and its use in the design, planning and implementation of environmental protection projects". To date, this project has not yet been implemented, besides generally speaking, the projects of this strategy when they are implemented, they are implemented at the central level while they remain little known at regional level.
  5. The Advanced Regionalization project<sup>60</sup> has pronounced itself in a precise and relevant manner on the issue of gender equality, from its "General conception", through its "Gender Equity" section through an "affirmative action in favor of a greater participation of women in the management of regional and local affairs". "The gender approach will be systematically integrated into the design, implementation, monitoring and evaluation of policies, strategies and governance at the regional level", and "gender-sensitive budgeting, currently being tested at the national level and municipal, will be introduced at regional, prefectural and provincial level".
  6. The 2009 Municipal Charter<sup>61</sup> also saw the introduction of new provisions such as: (i) the establishment in each municipality of consultative committees for parity and equal opportunities, and (ii) the need to develop the communal development plan (PDC) according to a gender-sensitive participatory approach.
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7. In addition, it should be noted that the High Commission for Water and Forests and the Fight against Desertification (HCEFLCD) has set up, since 2006, a national strategy for the development and management of urban and peri-urban forests<sup>62</sup>. This strategy is based on the preservation and sustainable enhancement of the

<sup>56</sup> The date of the circular's issue coincided with International Women's Day

<sup>57</sup> Previously, the constitutional principle of equality was limited to the political domain

<sup>58</sup> Étude de la stratégie d'institutionnalisation de l'intégration du genre dans le secteur du Développement Durable, Ministère chargé du développement durable - ONU Femmes, 2018

<sup>59</sup> Rapport sur le budget axé sur les résultats tenant compte de l'aspect genre, Projet de Loi de Finances pour l'année budgétaire 2019

<sup>60</sup> Rapport sur la régionalisation avancée soumis à Sa Majesté le Roi Mohammed VI, Commission consultative de la régionalisation, Mars 2011

<sup>61</sup> La charte communale, Ministère de l'Intérieur, Direction Générale des Collectivités locales, 2009

<sup>62</sup> Programme à moyen terme (2014 – 2016) pour l'institutionnalisation de l'égalité de genre dans le Haut-Commissariat aux Eaux et Forêts

precious role that these spaces play for the well-being of city dwellers and for the enhancement of the landscapes of our cities. In fact, urban women are also involved in planning the development of urban and peri-urban forests, knowing that these natural spaces are places of visit and leisure for families in all its components (women, men and children).

#### 11.4. Gender gap analysis

In this section we present the gender analysis by identifying the gaps between women and men according to the classification recommended in the GEF implementation strategy on gender in its projects and programs:

- (i) Access and control of natural resources;
- (ii) The participation of women in decision-making; and
- (iii) Socio-economic benefits and services.

These differences will be stated for the Marrakech region to the extent that data is available.

In each category, we base ourselves on indicators relating to the objectives of sustainable development and according to the data available in particular in: (i) the SDG platform posted on the institutional site of the High Commission for Planning<sup>63</sup>, containing the quantified indicators of these goals as well as a regional database, as in (ii) the 2020 national report of the voluntary review of the implementation of the SDGs<sup>64</sup>.

##### 11.4.1. Access and control of natural resources

Three indicators relating to this category have been identified: (i) women's access to ownership and control of agricultural land, (ii) access to drinking water, and (iii) access to energy services.

##### Women's access to ownership and control of agricultural land:

In terms of access to property, Moroccan land law applies to women and men without discrimination. In general, discrimination against women is due to the rules of inheritance law and customs, as was the case for Soulliyate lands where women were deprived of the right to use. To correct this situation, in 2019 Morocco adopted laws relating to collective land, establishing the right of Soulliyate women to exploit this agricultural land<sup>65</sup>.

In the Marrakech region, the Mohammed VI Foundation for the Protection of the Environment has developed a program for the safeguard and development of the palm grove, notably including a "Sustainable development of agricultural activities" project<sup>66</sup>. This project, which began in April 2015, aimed to strengthen the resilience of populations by improving their agricultural income through agro-ecology and the structuring of sectors. This project has enabled 49 family farms (110 men and women) to become part of a professionalization process for sustainable activities. However, this project has benefited very little directly to women, apart from a few literacy courses (23 women out of 40 beneficiaries)<sup>67</sup>.

##### Access to drinking water:

Water is a scarce and vulnerable resource essential to support life, development and the environment<sup>68</sup>. Indeed, women and men have different roles and responsibilities in the management of natural resources in general and

<sup>63</sup> [http://plateforme-odd.hcp.ma/ODD\\_HCP/fr/](http://plateforme-odd.hcp.ma/ODD_HCP/fr/)

<sup>64</sup> Examen national volontaire de la mise en œuvre des objectifs du développement durable, Rapport national 2020

<sup>65</sup> In particular, Law No. 62.17 relating to administrative supervision over Soulliyate communities and the management of their property, allowing women to enjoy their right of access to this type of land

<sup>66</sup> Rapport final, Projet de renforcement et de développement durables des activités agricoles, mars 2018

<sup>67</sup> <https://www.fm6e.org/fr/palmeraie-de-marrakech/realisations.html>

<sup>68</sup> Le rôle des femmes dans la gestion des ressources en eau en général et de l'eau agricole en particulier, Expérience de l'Algérie, du Maroc et de la Tunisie. Projet AQUASTAT, FAO, 2014

water resources in particular. In Morocco, women play an essential role in the provision, management and safeguarding of water. Hence the importance of the availability of this resource.

The development of water mobilization, production and distribution infrastructure has made it possible to secure the supply of drinking water. In fact, widespread in urban areas, access to drinking water in rural areas reached over 97% in 2019<sup>69</sup>. These figures are important and make life easier for the Moroccan woman, who has always been responsible for supplying her household with water.

To meet the increased demand for water, Morocco has initiated projects aimed at mobilizing unconventional water, notably the desalination of seawater and the reuse of wastewater. The reuse of purified wastewater plays an important role in saving water and preserving the natural environment, and provides a new, sustainable and constant resource<sup>70</sup>, especially in the city of Marrakech where the tourism sector is a large consumer of this resource (hotels, swimming pools, golf courses, etc.).

### Access to energy services:

Energy is a key sector in reducing poverty and achieving the SDGs<sup>71</sup>. Access to better energy services can also improve the socioeconomic status of women, reducing the time and effort spent on household chores, giving them time to avail themselves of other social services (for example, education or participation in the life of the community), improving their health conditions and participating in the economy. The introduction of cleaner, more efficient and renewable sources of energy can also bring new training, employment and business opportunities for women and men.

Thanks to the electrification programs and initiatives launched in the mid-1990s, Morocco has been able to guarantee access to electricity for almost all of its population. The proportion of the Moroccan population with access to electricity increased from 97.8% in 2016 to 98.1% in 2018<sup>72</sup>.

The Marrakech-Safi region has an access rate to electricity below the national average (91.6% in 2014). On the other hand, considering only the urban environment, the rate of access to electricity in the city of Marrakech is higher than the national average.

#### 11.4.2. Participation of women in decision-making

Four indicators relating to this category have been identified, they are: (i) the participation of women in political decision-making processes, (ii) the place of women in public administration, (iii) female entrepreneurship, and (iv) female shareholders.

#### Participation of women in political decision-making processes:

Female representativeness in the chamber of representatives increased from 16.7% in 2011 to 20.5% in 2016. Their weight in the chamber of councilors reached 11.67% in 2015 against 2.2% in 2009. However, the number remains below the minimum quota of one third set by the United Nations.

At the level of regional councils and other territorial councils, the presence of elected women is growing steadily. Between 2009 and 2015, their proportion in these councils increased from 12.38% to 21.18% at the municipal level

<sup>69</sup> According to data from the Department of Water

<sup>70</sup> According to data from the Ministry of the Interior, the proportion of treated wastewater in urban areas reached 55% in 2019 against 7% in 2006

<sup>71</sup> Rapport genre et énergie, Cluster énergie, GIZ-Maroc, Juillet 2017

<sup>72</sup> HCP, enquête nationale sur l'emploi, 2018

and from 2% to 4% at the provincial level. As for the regional councils, the number of women experienced, during the same period, an increase from 27 to 255 elected, bringing their weight for the year 2015 to 37.6%. It should be noted that two women currently chair two regions in Morocco (out of a total of 12 regions) and that the first woman mayor was elected in Marrakech<sup>73</sup>.

### Place of women in public administration:

The rate of feminization of the public service reached 40% in 2019<sup>74</sup> and that of access of women to positions of responsibility (services and divisions) and higher jobs increased from 22.2% in 2016 to 23.5% in 2019.

To facilitate the reconciliation between private and professional life, two legal texts were adopted, relating, respectively, to granting women one hour per day of sick leave for breastfeeding for 18 months and to place of childcare facilities in the administration. These measures should have the effect of not hampering the development of women in their careers and therefore their access to positions of responsibility.

In addition, a gender observatory in the public service was established in 2014 to ensure continuous monitoring of the implementation of the principle of gender equality in the public service.

### Female entrepreneurship:

According to HCP statistics from the end of 2011, women have a lower probability of having autonomous professional status than men in the formal business venture and a higher probability of working in the informal sector.

According to the Association of Women Entrepreneurs of Morocco (AFEM) which has representation in Marrakech, the number of women entrepreneurs owning or running a business is estimated at 100,000. That is 0.5% of female employment in the formal sector and about 10% of the total number of enterprises. In fact, these percentages obscure a female entrepreneurial dynamic that remains confined to the informal sector. These companies are mainly SMEs / SMIs covering the service sector (37%), trade (21%) and industry (21%), mainly textiles.

In a more recent study<sup>75</sup>, Moroccan women entrepreneurs represent 10 to 12% of the total number of entrepreneurs at the national level. This study notes that Moroccan women entrepreneurs are mainly concentrated on the Rabat - Casablanca axis, with a turnover that generally remains below 20 million Moroccan dirhams (2.2 million USD), or even 5 million Moroccan dirhams (0,55 million USD) for a large proportion of them.

Female entrepreneurship in Morocco is often a de facto entrepreneurship materialized by the integration of the parental business after graduation, co-management with a close relative (father, brother, husband) or following an inheritance.

Regarding the profile of women entrepreneurs in Morocco: (i) they have a high level of education, 2 out of 3 women have a university level (bac + 4 or more), and (ii) have previous experience in private company where they held managerial or managerial positions. These women quickly realized the importance of role models and joined various associations and networks to encourage women to become entrepreneurs (AFEM, ESPOD, Réseau de femmes pour le Mentoring). Some of them have also entered the political and business scene<sup>76</sup> and are lobbying for a more adequate business environment and more ambitious support programs for female entrepreneurship. This profile of

<sup>73</sup> This is Fatima-Zahra Mansouri elected in 2009 and stepped down in 2015

<sup>74</sup> Apart from officials of the General Directorate of National Security, auxiliary forces, Court of Auditors and Civil Protection

<sup>75</sup> Study carried out between 2014 and 2015, as part of the "Jeunes au travail" project carried out by the International Labor Office (ILO) in partnership with the Ministry of Employment and Social Affairs and with the financial support of Global Affairs Canada

<sup>76</sup> The first two AFEM presidents were elected to parliament. The former President of the Moroccan Patronage is a woman, serving two terms between 2012 and 2020.

Moroccan women entrepreneurs represents an opportunity because they are younger, better trained and have more experience in their sector than men.

### Female shareholders:

As for female shareholders in Morocco, it is often passive (annuity) without any intervention in the management of the company. According to a 2010 study<sup>77</sup>, very few Moroccan women have their own assets that could be used in times of financial need. Just over one in ten (11%) currently or formerly married women say they have financial savings, and less than 9% say they own a piece of land or an apartment or a titled house in their name, and only 7% say they own property with high-value items such as a car or jewelry.

In addition, Morocco has only 15% of women directors of listed companies, a showcase of the national economy, up sharply compared to 2012, when they were barely 7% to appear. This rate places Morocco in 11th place in Africa<sup>78</sup>. However, diversity and parity are levers in the service of performance and competitiveness. A stronger presence of women is above all a question of general interest and economic performance.

### 11.4.3. Socio-economic benefits and services

Eight indicators relating to this category have been identified, they are: (i) poverty reduction, (ii) access to social protection mechanisms, (iii) maternal health, (iv) the fight against violence in towards women and girls, (v) girls' education, (vi) education and disability, (vii) women in transport, and (viii) use of information technology and communication (ICT) as a means of strengthening the empowerment of women.

### Poverty reduction:

At the national level, the female economic activity rate (22.1% against 70.5% for men) and the unemployment rate (15.3% against 8.5% for men) show that poverty in Morocco is still "with a female face"<sup>79</sup>.

These rates are even less reassuring for women in the city of Marrakech: Activity rate of only 17.6% and unemployment rate of 20%.

However, between 2014 and 2018, the monetary poverty rate fell from 4.8% to 2.9% at the national level. This rate was marked by a downward trend, while remaining relatively high in rural areas (9.5%), among women (3.9%) and in certain regions<sup>80</sup>.

The analysis, by sources, of poverty, shows that the educational deficiencies of adults and children contribute with more than half, the deprivation of access to basic infrastructure with 20%, the conditions of housing with 14% and health services with 11%.

In the Marrakech region, although the monetary poverty rate was slightly higher than the national average (rate measured in 2014 was 5.4%), the effects of the Covid-19 pandemic and its corollaries (sanitary confinement and curfew) have negative repercussions on the economic and social life in this tourist city largely impacted by the absence of tourists and this since March 2020.

### Access to social protection mechanisms:

Significant improvements have been recorded by the national social protection system, in its two components: "Social insurance" and "Social assistance". The rate of medical coverage reached almost 68.8% in 2019 instead of

<sup>77</sup> The Status of Women in the Middle East and North Africa (SWMENA) Project: Paid Work and Control of Earnings and Assets, IFES

<sup>78</sup> AfDB study, 2015

<sup>79</sup> Principaux indicateurs du marché de travail relatifs à l'activité, à l'emploi et au chômage, 4ème trimestre 2019, HCP

<sup>80</sup> La femme marocaine en chiffres, Evolution des caractéristiques démographiques et socio-professionnelles, HCP, 2019

52% in 2015, thanks to the expansion of the medical assistance scheme (RAMED), the establishment of compulsory health insurance (AMO) and social security schemes for the self-employed. Women have benefited less than men from this social protection system; they remain relatively less covered<sup>81</sup>.

### **Maternal health:**

The maternal mortality rate fell from 112 deaths per 100,000 live births in 2010 to 72.6 in 2018. The progress was more marked in urban areas than in rural areas, since this rate was established in 2018, respectively, at 44.5 and 111.1 deaths per 100,000 live births.

This decline is due to the development of health services offered to women, in particular the generalization of free access to all services related to childbirth at the level of public hospitals. Thus, the proportion of births assisted by qualified health personnel increased between 2011 and 2018 from 73.6% to 86.6% at the national level (i.e. from 92.1% to 96.6% in urban areas and from 55% to 74.2% in rural areas).

### **Fighting violence against women and girls:**

Morocco adopted a law<sup>82</sup> in 2018 that guarantees legal protection as well as the institutional mechanisms for supporting women victims of violence. National, regional and local commissions, as well as support units for women victims of violence have been set up in addition to a National Observatory of Violence against Women and a National Observatory for the image of Women in the Media put in place since 2014.

In this sense, the General Directorate of National Security (DGSN) has set up support units for women victims of violence and reception officers in 440 police districts to ensure the reception of these victims under optimal conditions, in addition to institutional units set up at the level of the Royal Gendarmerie, hospitals and courts.

All these measures have just been reinforced by the launch of a program to set up 65 Multifunctional Spaces for Women (EMF) at regional and local level for the care of women victims of violence (reception, listening, temporary accommodation, referral to specialist workers, medico-psychosocial support) and a 2020-2030 national strategy to combat violence against women.

Between 2009 and 2019, the proportion of women and girls aged 15 to 74 who were victims of sexual violence inflicted in the previous 12 months by someone other than their intimate partner increased by 4 points (4.3% against 8.5%). Among all incidents of sexual violence (which are mainly due to acts of sexual harassment) suffered by women during the last 12 months, 50% took place in public spaces (57% in urban areas and 34% in a rural area).

### **Girls' education:**

Considerable progress has been made in the education of girls, which remains an essential factor for their integration into the labor market and into society. Nevertheless, 41.9% of women were still illiterate (compared to 22.1% of men), this rate reaching 60.4% in rural areas<sup>83</sup>.

The specific preschool rate for children aged 4 to 5 has improved significantly to reach 57.8% in 2018-2019. In addition, and in order to further improve this rate, the Ministry has launched a national program for the development of preschool spread over 10 years (2018-2028) which aims to generalize preschool by 2027-2028.

For the *primary education cycle*, enrollments are constantly increasing, representing a specific enrollment rate for the 6-11 age group, of 99.8%. During 2014, nearly 89.1% of female students succeeded in completing primary education, compared to 74.3% in 2004. This development reflects a significant drop in discrimination against girls'

<sup>81</sup> La protection sociale au Maroc : Revue, bilan et renforcement des systèmes de sécurité et d'assistance sociales, CESE, 2018



enrollment in primary education. Regionally, girls' progress in primary education varies from region to region. Thus, in the Marrakech-Safi region, this rate is 88.9%.

Likewise, for *college secondary* education, the specific enrollment rate for the 12-14 age group reached 91.8% in 2018-2019 with a gender parity index (G/B) of 0.91. In terms of completion of college secondary, the Marrakech-Safi region posted slightly lower performance (67.7%) than that recorded at the national level (82% in 2014)<sup>84</sup>.

For qualifying *secondary education*, considerable progress has been recorded in recent years, resulting in a specific enrollment rate for the 15-17 age group of 66.9% in 2018-2019 with a parity index between the sexes (G/B) of 1.08.

At the *higher education level*, continuous efforts have been made to expand access, promote equality and equity, improve quality, enhance employability, and develop scientific research. In fact, the total number of students increased by 28.5% between 2015 and 2019, and the enrollment rate for the 18-24 age group improved by 10 points, from 28.8% to 38.4%. The percentage of female students increased from 48% to 49.4%. In terms of positive discrimination, 62% of the accommodation capacity of university halls is reserved for girls.

In terms of *vocational training*, major efforts have been made to strengthen the employability of young people and the socio-professional promotion of employees. The number of interns is constantly increasing (increase of 3.4%, between 2016 and 2018). Girls represent 38% of vocational training trainees.

### Education and disability:

Morocco implemented a national program for the education of children with disabilities in 2019. When the program was launched, 80,000 students with disabilities were continuing their studies in regular classes and 8,000 students, 37% of whom were girls in integrated classes. The results of the first year of implementation of this program include a number of qualitative advances, namely the institutionalization of the function of educating children with disabilities and the creation of administrative structures that will support the program at all central, regional and provincial levels (divisions and services).

Any action should take into account this category of the population, which has specific needs in terms of education, health, work environments, access to various buildings, etc.

### Women and transport:

For a city that wants to be economically efficient, socially cohesive and ecologically viable, the development of urban public transport represents a major societal issue. It is a fundamental lever in the service of development and town planning policies, which is strongly linked to several interdependent considerations (economic growth, social equity, urban quality of life, spatial coherence, environmental preservation and enhancement, etc.)<sup>85</sup>.

Due to family responsibilities and work activities, women tend to make a large number of short trips to dispersed destinations and at varying times. Therefore, when establishing safe public transport systems for women, these realities must be taken into account.

In the city of Marrakech, one of the specificities is the number of two wheels (bikes and motorcycles), used mainly by women and which represents more than 25 per 100 inhabitants.

Measures to promote women's safety in public transport should therefore not be limited to improving motorized forms of transport. The landscaped paths, pedestrian streets, sidewalks, cycle paths, etc. are part of the response to building safer cities for women.

<sup>84</sup> With a projection of 100% in 2020

<sup>85</sup> Réussir la transition vers des villes durables, Rapport du Conseil Economique Social et Environnemental, 2017

Several strategies for developing safe and gender-sensitive public transport networks have been developed around the world and have been shown to be effective, for example, we can cite:

- ✓ “Stop on demand” programs allowing women and men to be dropped off closer to their destinations late at night and early in the morning;
- ✓ Violence prevention and reception services for victims of violence at transport stations;
- ✓ Cycle paths offering women and men the choice of alternative means of transport;
- ✓ Public transport lines serving outlying areas to get to the city for work, study and more.

### **Use of Information and Communication Technologies (ICT): means of strengthening the empowerment of women:**

Morocco is committed to the digitalization process through, among other things, the implementation of the Morocco Digital 2020 Strategy to promote sustainable and inclusive development. In terms of mobile phone equipment, 95% of the population aged 12-65 had a mobile phone in 2016.

By sex, this proportion reached 93.4% for women and 96.4% for men. Between 2017 and 2018, women equipped themselves more than men with mobile phones, since their rate of equipment, after being the same (91.5%), rose to 92.5% and 92.3%, respectively.

Beyond economic interest, the social and political contribution of ICTs is decisive, particularly for women. Indeed, ICTs today make it possible to facilitate the work of women in various fields, through easy access to information and an increased capacity to acquire knowledge and skills. For example:

- ✓ In agriculture, women can increase their productivity through better access to information about markets and new production techniques;
- ✓ Politically and socially, women can use a new approach to knowledge to strengthen their political participation and fight for the promotion of their rights;
- ✓ In public transport, the use of smartphones can be effective tools to ensure the safety of women and men against criminal acts such as violence, harassment, etc.

### **11.5. Recommendations for the promotion of gender equality**

We present, in this section, the main recommendations and measures that result from this gender analysis and that could be carried out within the framework of the project of "Strengthening the sustainable development of the city of Marrakech through innovative planning and financing" in order to promote gender equality and empower women in this project.

The main recommendations proposed are:

1. Given the weakness of gender-specific data relating to the city of Marrakech, a study could be launched to remedy this state of affairs. The data sought would relate to gender indicators in the various areas of the project: transport and mobility, energy, water, green spaces, solid waste, biodiversity, etc. This gender-specific data will help to better identify the challenges in how women interact with public spaces or access water/energy/green spaces, etc.
2. Involvement of women (through women's associations and/or nature protection associations) in the planning of the development of green spaces and urban and semi-urban parks.
3. Association of the staff of the Regional Directorate of the Environment (DRE) of the Marrakech region in the implementation of the projects of the Institutionalization Strategy for the integration of gender equality in the sustainable development sector. In particular, the project relating to the training program for officials



of the Department of Sustainable Development in gender analysis and its use in the design, planning and implementation of environmental protection projects.

4. Greater participation of women as beneficiaries of the Marrakech palm grove safeguard and development program.
5. Support for the preparation and implementation of Communal Development Plans (PDC) using a gender-sensitive participatory approach following the directives relating to the Parity and Equal Opportunities Committee of the communal charter.

In the field of transport, several actions could be carried out:

6. Participation of public transport users, men and women of all ages, in the design, implementation, monitoring and evaluation of public transport and mobility projects. Consideration of gender-specific transport needs and constraints (women, youth, elderly, disabled and other vulnerable groups) as part of the design, implementation and evaluation processes of these projects.
7. Sensitization and training of public transport staff on gender issues.
8. Establishment of public transport lines serving the peripheral areas to get to the city of Marrakech for work, studies and others. These lines, at moderate cost, would have a double advantage: to serve the destitute population in peripheral areas and to reduce urban pollution, especially if the means of transport are electric.
9. Implementation of measures relating to on-demand bus stops allowing women and men to be dropped off closer to their destinations late in the evening and early in the morning. This measure, tested in several cities around the world, has helped reduce crime and ensure the safety of public transport users. This effective measure requires a very low financial cost.
10. Establishment of violence prevention and reception services for victims of violence in the main transport stations. These services could play a dissuasive role against crime in transport, in particular against gender-based violence, while providing people who are victims of violence with multifaceted assistance (medical, psychological, administrative, legal, etc.).

### 11.6. Gender action plan

In this section, we present the gender action plan (**Table 11.1**) in tabular form, specifying for each component the gender-related activities, the corresponding indicators, the target, the baseline, the budget, the implementation period, as well as responsibilities.

For the specific activity (Activity 4.1.3.1.: Implementation of the Gender Action Plan), we detail in **table 11.2** the gender action plan, specifying the corresponding sub-activities, performance indicators, target, baseline, time planning as well as budgets for carrying out these activities and responsibilities



**Table 11.1: Gender action plan by component**

Gender-related activity	Indicator	Target	Baseline	Budget	Timeline	Responsibility
<b>Component 1: Evidence-based sustainable and integrated urban planning &amp; policy reform</b>						
<b>Activity 1.1.1.1.:</b> Integration of the gender dimension in the diagnosis of the framework conditions relating to territorial urban planning (institutional framework, legal framework, procedures, documents, tools, etc.)	Number of gender variables analyzed	At least 5 gender variables	0	Included as part of the project component	Year 1	Gender consultant Project coordinator
<b>Activity 1.1.1.2.:</b> Organization of a multisector policy dialogue on the integration of sustainability in urban planning and in sectoral strategic planning documents with a gender perspective	Number of consultation workshops with women's associations	3 consultation workshops	0	Included as part of the project component	Year 1	Gender consultant Project coordinator
<b>Activity 1.1.1.3.:</b> Development of a national roadmap relating to the establishment of the framework conditions relating to the integration of sustainability into urban planning, including a gender perspective	Number of consultation workshops with women's associations  Level of integration of the women's associations opinions and perspectives in the national roadmap	At least 1 consultation workshop per municipality	0	Included as part of the project component	Year 1	Gender consultant Project coordinator
<b>Activity 1.1.2.1.:</b> Develop an action plan to reflect the commitment of the Marrakech-Safi Region within the framework of the implementation of the SNDD with a gender perspective	Percentage of municipalities committed to the gender perspective	At least 50% of municipalities at mid-term  100% at the end of the project	0	Included as part of the project component	Years 2 and 3	Gender consultant Project coordinator
<b>Activity 1.1.2.2.:</b> Territorial dialogue to ensure the alignment of the objectives and priorities of strategic documents and the identification of integrated and sustainable orientations for the city with a gender perspective	Number of consultation workshops with women's associations	3 consultation workshops	0	Included as part of the project component	Years 2 and 3	Gender consultant Project coordinator
<b>Activity 1.1.2.3.:</b> Upgrading of the Communal Action Plan (PAC) and other strategic documents of the city of Marrakech for the integration of sustainability with a gender perspective	Percentage of strategic documents integrating the gender dimension	At least 50% of documents at mid-term  100% at the end of the project	0	Included as part of the project component	Years 2 and 3	Gender consultant Project coordinator



Gender-related activity	Indicator	Target	Baseline	Budget	Timeline	Responsibility
	Level of integration of the women's associations opinions and perspectives in the communal action plan					
<b>Component 2: Sustainable integrated low-Carbon, resilient, conservation and land restoration investments</b>						
<b>Activity 2.1.1.1.:</b> Development of the Sustainable Urban Mobility Plan (PMUD) integrating the gender dimension	Degree of gender mainstreaming in PMUD	Half of PMUD's actions integrating gender	None	Included as part of the project component	Year 1	Gender consultant Project coordinator
<b>Activity 2.1.1.2.:</b> Carrying out environmental and social impact studies relating to the scaling up of the Bus rapid transit (BRT) system integrating the gender dimension	Percentage of impact studies integrating the gender dimension	50% of mid-term impact studies  100% at the end of the project	0	Included as part of the project component	Years 1, 2, 3, 4 and 5	Gender consultant Project coordinator
<b>Activity 2.1.1.3.:</b> Development of new business plans to promote sustainable solutions concerning waste management (hazardous and non-hazardous waste), biodiversity and water resources with a gender perspective	Percentage of business plans developed with a gender perspective	50% mid-term business plans  100% at the end of the project	0	Included as part of the project component	Years 1, 2, 3, 4 and 5	Gender consultant Project coordinator
<b>Activity 2.1.5.1.:</b> Develop a vulnerability study, supported by the Biodiversity index for the city of Marrakech, and proposal for a plant charter to be adopted at the city level with a gender perspective	Degree of integration of the gender dimension in the vulnerability study and the plant charter	20% of the provisions of the charter relate to the gender dimension	None	Included as part of the project component	Year 2	Gender consultant Project coordinator
<b>Activity 2.1.5.3.:</b> Restoration and development of certain green spaces (historic garden, public gardens) and greening of schoolyards, including the creation of 2 agro ecological gardens, all with a gender perspective	Percentage of green spaces developed incorporating a gender perspective (including women and vulnerable population in the planning of green spaces)	50% of green spaces at mid-term  100% at the end of the project	0	Included as part of the project component	Years 1, 2, 3, 4 and 5	Gender consultant Project coordinator



Gender-related activity	Indicator	Target	Baseline	Budget	Timeline	Responsibility
<b>Component 3: Innovative financing and scaling-up</b>						
<b>Activity 3.1.1.2.:</b> Support for improving financial planning to strengthen financial solvency by integrating gender-responsive budgeting (GRB)	Degree of integration of gender responsive budgeting (GRB) in financial planning	50% of mid-term financial planning  100% of financial planning at the end of the project	None	Included as part of the project component	Years 1, 2, 3, 4 and 5	Gender responsive budgeting consultant Project coordinator
<b>Activity 3.1.2.2.:</b> Training of national and local actors on innovative and new business, income and supply models at city level by integrating the gender perspective	Number of actors trained in gender-sensitive budgeting	30 actors trained, 50% of whom are women	0	Included as part of the project component	Years 2 and 3	Gender responsive budgeting consultant Project coordinator
<b>Activity 3.1.2.3.:</b> Design of innovative business, income and supply models to engage the private sector by integrating the gender perspective	Number of innovative models integrating the gender dimension	3 models (business, revenue and procurement)	0	Included as part of the project component	Years 2 and 3	Gender responsive budgeting consultant Project coordinator
<b>Activity 3.1.3.2.:</b> Design of innovative mechanisms adapted to the city of Marrakech and integrating the gender perspective	Number of innovative mechanisms integrating the gender dimension	At least 3	0	Included as part of the project component	Years 2 and 3	Gender responsive budgeting consultant Project coordinator
<b>Activity 3.1.3.3.:</b> Training of national and local actors on innovative financial mechanisms for cities with a gender perspective	Number of actors trained in gender-sensitive budgeting	30 actors trained, 50% of whom are women	0	Included as part of the project component	Years 2 and 3	Gender responsive budgeting consultant Project coordinator



Gender-related activity	Indicator	Target	Baseline	Budget	Timeline	Responsibility
<b>Component 4: Advocacy, knowledge exchange, capacity building and partnerships</b>						
<b>Activity 4.1.1.1.:</b> Mapping of actors to be sensitized on urban sustainability at national and local level (decision-makers, institutions, civil society, companies, young people, etc.) integrating the gender perspective	Number of women among the different categories (decision-makers, institutions, civil society, young people, etc.) listed in the mapping	At least 3 women per category	0	Included as part of the project component	Years 1, 2 and 3	Gender consultant Project coordinator
<b>Activity 4.1.1.2.:</b> Development of an awareness plan on urban sustainability combining standard approaches (workshops, press, etc.) and digital (social networks, web, etc.) and integrating the gender dimension	Number of approaches integrating the gender dimension	3 at mid-term 6 at the end of the project	0	Included as part of the project component	Years 1, 2 and 3	Gender consultant Project coordinator
<b>Activity 4.1.1.3.:</b> Development of awareness-raising materials specific to the various target actors identified, covering the various themes of sustainability (energy, transport, waste, water resources, biodiversity, etc.) and integrating the gender dimension	Percentage of awareness-raising materials integrating the gender dimension	50% at mid-term 100% at the end of the project	0	Included as part of the project component	Years 1, 2 and 3	Gender consultant Project coordinator
<b>Activity 4.1.1.4.:</b> Deployment of the awareness plan through the organization of awareness campaigns and events targeting key actors (national and local) and integrating the gender dimension	Percentage of awareness campaigns and events integrating the gender approach	50% at mid-term 100% at the end of the project	0	Included as part of the project component	Years 1, 2 and 3	Gender consultant Project coordinator
<b>Activity 4.1.1.5.:</b> Strengthening national and local capacities in advocacy to promote urban sustainability (civil society, press, young	Number of women's organizations benefiting from the strengthening	2 organizations at the mid-term of the project 4 at the end of the project	0	Included as part of the project component	Years 1, 2 and 3	Gender consultant Project coordinator



Gender-related activity	Indicator	Target	Baseline	Budget	Timeline	Responsibility
people, etc.) by integrating the gender approach						
<b>Activity 4.1.2.1.:</b> Development of a specific communication plan for the dissemination of project results with gender-specific data	Percentage of results with gender-specific data	50% at mid-term 100% at the end of the project	0	Included as part of the project component	Years 4 and 5	Gender consultant Project coordinator
<b>Activity 4.1.2.2.:</b> Development of communication and knowledge sharing tools (e.g., website, social networks, etc.) with a gender perspective	Percentage of communication tools integrating the gender dimension	50% at mid-term 100% at the end of the project	0	Included as part of the project component	Years 4 and 5	Gender consultant Project coordinator
<b>Activity 4.1.3.1.:</b> Implementation of the Gender Action Plan	<b>See Table 11.2 of the detailed action plan</b>	-	-	30 000 US\$	Over the 5 years	-
<b>Activity 4.1.3.2.:</b> Implementation of the stakeholder engagement plan integrating the gender dimension	Percentage of stakeholders integrating gender	At least 50% of the parties	0	Included as part of the project component	Over the 5 years	Gender consultant Project coordinator
<b>Activity 4.1.3.3.:</b> Implementation of the environmental social management framework integrating the gender dimension	Percentage of social and environmental variables integrating gender	At least 50% of the variables	0	Included as part of the project component	Over the 5 years	Gender consultant Project coordinator
<b>Activity 4.1.3.4.:</b> Implementation of the monitoring & evaluation plan integrating the gender dimension	Percentage of gender indicators for monitoring and evaluation	At least 50% of the indicators	0	Included as part of the project component	Over the 5 years	Gender consultant Project coordinator







- Number and quality of annual action plans implemented

**Sub-activity 3: Support for the development and implementation of a gender equality institutionalization program in the city of Marrakech**

Related activities	Indicators	Target	Baseline	Timeline	Budget	Responsibility
<p>3.1. Constitution of a gender- specific database in the areas of the project: transport and mobility, energy, water, green spaces, solid waste, biodiversity, etc.</p> <p>3.2. Establishment of institutional measures for equal access to positions of responsibility</p> <p>3.3. Establishment of violence prevention and reception services for victims of violence in transport stations</p> <p>3.4. Support for the development of a gendered municipal report with gender-sensitive budgets</p>	<p>- Number of variables per project area that include gender-specific data</p> <p>- Number, relevance and scope of institutional measures guaranteeing gender equality in terms of access to positions of responsibility</p> <p>- Number and level of use of violence prevention services</p> <p>- Number and quality of gender-based communal reports</p>	<p>A gender-specific database</p> <p>4 measures are 2 mid-term measures (% parity M-F positions of responsibility, Service for the prevention of gender-based violence)</p> <p>2 other measures at the end of the project (gender-sensitive municipal budget, gendered municipal activity report)</p> <p>1 report per municipality</p>	<p>None</p> <p>0</p>	<p>Year 1: Activity 3.1</p> <p>Years 2, 3, 4 and 5: Activities 3.2, 3.3 and 3.4</p>		<p>Regional Directorate of the Environment</p> <p>Communes Wilaya of Marrakech Gender consultants Project coordinator</p>