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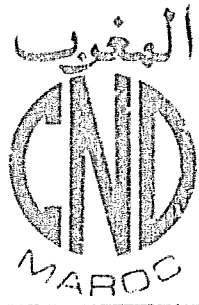
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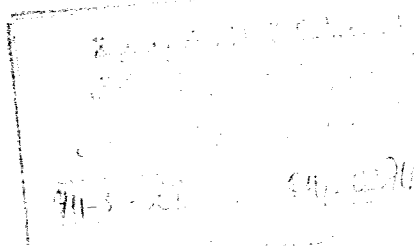
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ASSOCIATION MAGHREBINE POUR
L'ETUDE DE LA POPULATION

(SECTION MAROC)



JOURNEES D'ETUDES SUR LE THEME
"FEMME ET DEVELOPPEMENT"

MOROCCO : ^RINTEGRATING WOMEN IN DEVELOPMENT
OVERVIEW OF THE ECONOMIC AND SECTOR WORK (ESW)

RABAT, 4 - 5 OCTOBRE 1993

**MOROCCO : INTEGRATING WOMEN IN DEVELOPMENT
OVERVIEW OF THE ECONOMIC AND SECTOR WORK (ESW)**

Rationale for the ESW and objectives

1. Clearly, Morocco cannot tap into its full development potential unless women's role in the development process is not only recognized but also supported by concrete programs and actions, and guided by a long-term vision of making women equal partners in all aspects of life. In this context, a strategy for women's development supported by concrete action plans that addresses the opportunities for women's growth and targets their needs has an important role to play.

2. The objective of the ESW will be to prepare a strategy and a priority program to address the greater integration of women in the economic life of the country and improvements in their living conditions. The ESW will examine the current constraints to women's productivity, income and social welfare, and identify the process and the programs by which these could be addressed. The study would evaluate opportunities for their increased participation in economic development, and prepare a strategy and an action plan with practical recommendations that could form part of future and on-going programs that address poverty and women in Morocco.

3. As rural women face the greatest constraints, the main focus of the strategy will be rural women. The next most affected group is the women in poor urban areas. As majority of these women were among those who migrated from villages to the cities over the years, an important element of the strategy development will be to evaluate the reasons for their migration and a brief assessment of their conditions and the opportunities for their betterment.

Methodology

4. The study will be conducted in two parts :

- i) Analysis and synthesis of existing information ; and,
- ii) Participative case-studies, surveys and consultations with rural women (and some men) in selected rural communities to supplement existing demographic information and to understand their perspective on their own development. A small number of poor women in the urban areas will also be included in the field work.

5. For a strategy to be effective, it is important that the women whose development is the objective of this study are fully consulted and made an integral component of the process that leads to a definition of a strategy. An important feature of the study will be, therefore, the involvement of these women in preparation of the strategy.

A participatory approach, in particular the Participatory Rural Appraisal (PRA) is proposed as a method to be used in soliciting the participation of these women and some of their men counterparts (1). This will be carried out with the help of a team of local consultants that will participate in the preparation of the field surveys and development of the strategy along with PRA experts hired from the outside.

6. Collaboration in Morocco will be sought from all groups and individuals as may be relevant or interested in the present study, including the Government, the NGOs, and the research community. Participative workshops will be held on at least three occasions to solicit the views of this wider group and to integrate them into the process of preparing the strategy.

Timetable

7. A timetable for the ESF is presented herewith.

Workshop 1 :	July 14, 1993
Draft Issues Paper :	July 30, 1993
Main Mission :	Jan./Feb. 1994
Workshop 2 :	Nov. 1993 or Feb. 1994
White Cover :	Mar. 30, 1994
Yellow Cover :	May. 31, 1994
Green Cover :	Jun. 27, 1994
Workshop 3/Seminar :	July, 1994

8. The literature review is presently being undertaken and the survey work is being planned. The survey will be initiated in October 1993 starting with a short (one-week) pilot phase. It is expected to be completed by mid-December 1993.

9. There will be at least three workshops at which participation will be sought from all concerned groups, the government, the NGOs, and the research community. These will be held at the beginning of the launch of the strategy, during the main mission, and at the conclusion of the sector work. The objective of the final workshop/seminar will be to share the findings and to discuss the implementation of the strategy as well as to raise awareness of issues related to men's development.

1. It is believed that men will need to be integrated in any program that addresses the development of women. There are many examples that show that when men are not fully informed or integrated, they do not understand why women are focus of these programs ; they often become resentful, especially when programs solely target women, and sometimes become the biggest barrier to successful implementation of these programs. The study will evaluate how the programs should address these issues. Indeed, many of the programs to address women's development will simultaneously benefit men but perceptions are hard to overcome and are culturally quided. It will, therefore, be important to discuss women's issues with their men counterparts.

10. It is hoped that at this seminar, a number of bilateral agencies would be invited to make commitments towards specific actions identified as priority in the ESW through a simultaneous consultative process at the final workshop.

Government Contacts and Participants

11. Our main contact point within the Government will be the Ministry of Agriculture (extension services). Other Government contacts include the WID unit of the Ministry of Foreign Affairs, Ministry of Economic and Social Affairs, the Ministry of Youth and Sports, Ministry of Education, Ministry of Health, and the Ministry of Artisanal Activities. Local consultants will participate in all aspects of the study and NGOs will be consulted throughout.

Implementation Strategy

12. It is hoped that the study will provide a set of readily identifiable recommendations that could be directly incorporated into on-going and forthcoming projects that have a bearing on women. It will, in particular, provide useful input on an on-going basis for the women component of the FY94 Rural Poverty Reduction and Environmental Protection Project which will be running on parallel tracks with the proposed study. Also, the participatory approach developed during the ESW exercise will provide useful insights for the parallel planning and implementation of the Rural Poverty Project. Funding delays can be a potential constraint particularly for the field visits that may in turn delay the process of finalizing a strategy.

13. The Morocco study is expected to be followed by similar studies in Tunisia and Algeria to be consolidated later into a regional strategy on women in the Maghreb. Once strategies have been completed, defining future projects for the three countries that are solely dedicated to the better integration of rural women in development is also possible.

Staffing

14. Task Manager is Sunita Gandhi. She will be assisted in this effort by Evelyn Kennedy, Operations Assistant (back-up) and Joshua Castleman, Research Analyst/Consultant. Peer Reviewers are Miria Pigato, MNICO, and Katrine Saito, AFSAG.

Outline of the ESW (preliminary)

1. INTRODUCTION

- 1.1 Rationale for the ESW and need for focus on women
- 1.2 Need for special focus on rural women
- 1.3 Objectives of the study and the present ESW

2. STATUS OF WOMEN

2.1 Status and profile

- 2.1.1 Incidence and level of poverty among women
- 2.1.2 Income and living conditions of women
- 2.1.3 Regional differences (2) and the rural/urban differences
- 2.1.4 Importance of agricultural activities in women's life
- 2.1.5 Employment of women in non-farm sectors
- 2.1.6 Special focus on rural women and poor urban women

2.2 Potential for Growth

- 2.2.1 Comparative data from other countries and examples of success stories
- 2.2.2 Morocco: examples of successes
- 2.2.3 Success stories in the Maghreb

2.3 Status of on-going Reforms

- 2.3.1 Institutional support for rural and poor urban women
- 2.3.2 Current governmental programs and actions underway
- 2.3.3 Efforts of NGO's and other concerned groups

3. BARRIERS AND CONSTRAINTS TO THE INTEGRATION OF WOMEN IN DEVELOPMENT

3.1 Education and Training Barriers

- 3.1.1 Illiteracy
- 3.1.2 Access to schools
- 3.1.3 Lack of information and awareness
- 3.1.4 Lack of access to training

3.3 Access to Health Care and Family Planning

- 3.2.1 Maternal and infant health
- 3.2.2 Fertility and family planning

2/ Regional differences will be analyzed according to the seven regions -Rif, North East : Mouloya, North Coastal Plains (semi-arid), Atlas : Haut Atlas, Moyen Atlas, Anti-Atlas, and Saharan.

3.3 Constraints Due to Factors of Production

- 3.3.1 Land constraints and title issues
- 3.3.2 Status of female work force
- 3.3.3 Lack of savings and access to credit

3.4 Daily Input Constraints

- 3.4.1 Lack of access to energy and fuelwood
- 3.4.2 Lack of access to potable water

3.5 Isolation of Rural Areas

- 3.5.1 Insufficiency of access and dirt roads
- 3.5.2 Impact of enclavement

3.6 Other Barriers

- 3.6.1 Legal disparities between men and women
- 3.6.2 Institutional barriers

4. **ACTIONS TO IMPROVE INCOMES AND LIVING CONDITIONS (short and long-term)**

4.1 Education (long term impacts)

- 4.1.1 Education for girls, in particular primary education

4.2 Training programs and Awareness (short and medium term impacts)

- 4.2.1 Training and extension services for on-Farm activities
- 4.2.2 Artisanal training
- 4.2.3 Health, family planning and hygiene

4.3 Targeted Programs (short term impacts)

- 4.3.1 Access to inputs particularly water and energy
- 4.3.2 Access to credit
- 4.3.3 Access to information

4.4 Construction of Infrastructure

- 4.4.1 Schools/Access to primary education for rural girls
- 4.4.2 Centers of learning and training
- 4.4.3 Provision of water and sanitation
- 4.4.4 Provision of health care facilities
- 4.4.5 Provision of domestic energy
- 4.4.6 Rural access roads

4.5 Policy and Institutional Measures

4.5.1 Legal issues

4.5.2 Institutional coordination unit

5. TOWARDS A NATIONAL STRATEGY AND ACTION PLAN

5.1 Key Issues for Focus

5.1.1 Education and training

5.1.2 Water and energy

5.1.3 Health and family planning

5.1.4 Access roads

5.2 A Recommended Action Program

5.2.1 Key institutional reforms to coordinate women's activities

5.2.2 Key programs for focus

5.2.3 Coordination with Donors

5.2.4 Coordination with NGOs

ANNEXES : Survey Methodology and Results (3)

3/ The survey results will be integrated and applied in the writing up of the sections in the ESW but will be additionally synthesized as an annex.

Participative Field Survey

Objectives and Methodology

1. The objective of the participatory field work will primarily be to solicit the views of women and men about womens' constraints to their development, their opportunities, and their aspirations. In addition, the survey will be used to solicit supplementary demographic/other information that will help to formulate the present context in which women live.

2. The results of the field work will be used in forming a policy and investment program and in defining the priorities for the development of women, particularly the most disadvantaged of women, many of whom are confined to the rural areas. This strategy will be developed based on :

- i) the results of the field survey/interviews,
- ii) existing studies, and
- iii) discussions with representatives of the Government, NGO and research communities who are directly involved in the economic welfare of women. The integration of these elements in defining the strategy and timetable for the completion of these are presented in the accompanying documents. In addition, information "gap analysis" which considers the information gaps about women issues in existing literature is included as part of the annexes.

3. The survey may in part serve to verify some already existing information the living conditions of women which is available from the Department of Statistics, but the primary focus of the survey will be on obtaining missing information such as how women spend their time and the remuneration they receive for participation in economic activities, such as farming. The field work will focus mainly on rural women, although a limited number of poor urban women will also be separately interviewed, particularly to investigate why they move from the villages, and how they perceive their own future development.

4. The person selected for the assignment will be responsible for the planning, implementation, training, and writing of the report. The field work will be based on participatory methods and will be a combination of focus/discussion groups, individual case-studies, and a stratified random sample survey. The size of the group to be included in the field interviews will be decided based upon pilot work that is to precede the full survey. The survey does not need to be exhaustive but various aspects of the development of women should be investigated. It is hoped that the time needed for the field work and the size of the field staff can be determined following a week or ten days of pilot testing which we hope can begin by mid-September.

5. It is expected that the person selected for the assignment will train potential field staff recommended by the Ministry of Agriculture, the Ministry of Statistics, and the NGO community. It is hoped that this training can be part of the interactive pilot phase and that both the survey plans and the selection of a final team of field staff can be firmed up during this pilot phase.

6. As it will be virtually impossible to cover the mountain valleys once winter sets in, there is a real time constraint on the completion of the survey work before then. It is hoped that the size of the field staff can be modified to account for shortage in time but that the field survey be completed before the end of November if possible. A workshop is planned in Rabat for the 10th of November. We hope it will be possible to summarize preliminary results from the survey for sharing with the participants at this workshop.

7. Much of the planning for the survey is likely to be based on interactive sessions during the pilot and training phase, and there are likely to be emerging needs as time elapses during implementation of the survey. It is important, therefore, that the person selected for the assignment be quite flexible. Notwithstanding, it is hoped that the questions to be investigated during the survey can be drafted prior to the pilot phase based on objectives of the field work as stated above.

8. It is expected that the survey will be undertaken in seven regions as described below so that regional differences, if any, are highlighted. These regional differences will be analyzed according to the following : Rif, North East : Mouloya, North Coastal Plains (semi-arid), Atlas : Haut Atlas, Moyen Atlas, Anti-Atlas, and saharan

9. Any suggestions for how this could be carried out should be discussed with the Task Manager prior to the field visit and much interaction with the TM is expected at all times. It is unlikely we will have a perfect plan prior to the field visit but some prior planning will ease the process significantly and must therefore be undertaken. In particular, it is hoped that the questions to be addressed during the survey be well thought out beforehand, and that they help in defining a strategy addressing the development of women in Morocco. In addition, some thought needs to be given to the survey formats. For example, the suggested use of a combination of group discussions that involve both men and women (separately and together), individual case-studies, and a small sample survey.

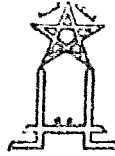
10. In addition, training materials for potential field staff (and a possible additional training session under the purview of a small workshop in November) should be assembled based on previous work so that these may be used in training. It is likely that a group larger than the field staff will get interested in the training, and where possible, this should be accommodated as part of the study. If possible, experience from other countries should be included within the training package.

11. It is expected that the person solicited for managing the field work will spend a minimum of eight to ten weeks in total, of which the vast majority will be spent in Morocco. It is possible to include one local or international expert (in addition to the field staff) to assist in the initial training, pilot survey, survey planning and fine-tuning based on preliminary results, but the underlying responsibility of planning and implementation of the survey will rest with the field work manager.

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