Parallel report
for the implementing of Beijing principles
1995-2020

This report was prepared by Jossour Forum for Moroccan Women and a group of young activists who represent: different association of women’s rights and youth and sustainable development throughout the Moroccan kingdom.
This report was prepared by Jossour FFM and the participation of Young activist, Representatives for women’s and young people’s rights and sustainable development association throughout the kingdom of Morocco with the support of UN Women. 

The content of this report is responsible for networks and associations and in no uncertain terms can it oppose the views of “UN Women.”
Consultative meeting about the preparation of the report on “Beijing +25”: List of participants: Representatives of associations for women’s and young people’s rights and sustainable development throughout the kingdom: ages 18 to 35

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**Associations and Networks Signing**

1. Jossour Forum for Moroccan Women
2. The Moroccan Youth Alliance Civil Network - represents 40 associations
3. Civil Coalition for Defending Women’s Rights - Beni-Mellal
4. Akhyam Association – Imilchil
5. Al-Izdihar Association for Human Development - Skhour Rhamna
6. Horizon Association for Education and Training – Meknes
7. Orchid Association – Fes
8. Youth Rehabilitation Association - Beni-Mellal
9. Charitable Society for Development and Solidarity - Beni-Mellal
10. Al-Sabeel Association – Taroudant
11. Future Association for Workshops and Development - Ait Ourir
12. Future Association for Productive Women – Tetouan
13. The Moroccan Association against Myopiasis – Rabat
14- Moroccan Association for Youth Education - Temara branch
15- Moroccan Association for Youth Education - Salé branch
16- Moroccan Association for Gender and Development – Temara
17- Al-Naseem Women’s Association for the Development and Inclusion of Women – Assa Zag
18- Al-Wefaq Association for Education and Training - M’Haya
19- Amira Association for Art, Creativity and Development – Ouezzane
20- Aneer Association – Khenifra
21- Uri Association for Environment, Village Development, Culture and Art – Taza
22- Building Association – الدريوش
23- Youth Hostels Association – Oujda
24- Tierry Tzuri Association – Tiznit
25- Youth of the Future Association – Nador
26- Our Youth Association – Midelt
27- Ghazwan Association for Development and Solidarity – Talsint
28- Association for the Future of the Neighborhood for Development, Culture and Sports – Guelmim
29- Initiative Association - Ait Melloul
30- Reserve Staff Association – Tiznit
31- Mallawi Association for Women and Child Support – Taourirt
32- Association of Morocco Contributions Forum – Rabat
33- Desert Observatory for Peace, Democracy and Human Rights – Laayoune
34- Institute for Training and Research in Peer Education – Meknes
35- Global Shapers Community - Rabat
Introduction:

This report, initiated by the Jossour Forum Association of Moroccan Women (Jossourffm), is part of the commemoration of the twenty-fifth anniversary of the fourth world conference on the adoption of the Declaration of the Beijing Platform for Action. Such action originated in resolution No. E / RES / 2018/8 published by the United Nations Economic and Social Council. Jossourffm, within the framework of its effective contribution and in reinforcement to the other parallel reports worked out by the Moroccan civil society set up a committee of drafting of the said report. This committee is made up of members of the Jossourffm executive board, professors and university students. Continuous teamwork, based as usual on a participatory and inclusive approach, allowed participants to discuss and debate in order to identify the advances that Morocco has experienced in the area of human rights. Women but also the shortcomings noted for the development of the rights of Moroccan women. This report will return to these two aspects and highlight Jossourffm's recommendations for the coming years in accordance with Morocco's international and national commitments to combat all forms of discrimination in the area of the rights of Moroccan women.

The purpose of this report is to present the vision of the association Jossour Forum for Moroccan Women, as an association based on the defense of women's rights and on improving their living conditions by placing women's issues at the center of its concerns. Our association aims to strengthen and support the presence of women on the national scene, and to highlight the position of Moroccan women at national, regional and international levels in accordance with the state of progress achieved in the implementation of the guidelines of the Beijing + 25 Declaration (ES, 25 years after its adoption 1995-2019).

The preparation of this report is part of the dynamism that was launched by the United Nations in preparation for the commemoration of the twenty-fifth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action. This

According to this decision, the five United Nations regional commissions were mandated to carry out a regional review and assessment of progress made in implementing the revision of the Beijing Declaration and Platform for Action + 25 completed in one year. The results of each regional review should be included in the international review of the implementation of the Declaration, and the Beijing + 25 Platform for Action, to be submitted by the Commission on the Status of Women at its 74th session in March 2020. The results will be presented to the General Assembly in September 2020 at a high-level meeting to celebrate the twenty-fifth anniversary in order to accelerate the achievement of gender equality and the empowerment of women and girls.

Therefore, this report develops three fundamental aspects. The first presents the guidelines and of the Beijing + 25 Conference for the year 1995. The second presents the results of Beijing + 25 in the works of the Moroccan State, as has been checked in a certain number of official reports submitted by the Moroccan government. The last describes the elements and vision of Jossour FFM in the formulation and the transformation of these choices on the ground based on an evaluation of the degree of commitment of the Moroccan State, since the Beijing + 25 conference in 1995 until preparations for the international celebration of the twenty-fifth anniversary in 2020.
I. Beijing + 25: Guidelines and Choices

Actions by the United Nations to ensure the advancement and promotion of Women’s Rights have been achieved through several instruments, such as international agreements but also the holding of world conferences. Through this latter process, the international community has been able to establish a program to improve the situation of women in all countries, and to show the international community that discrimination against women is a permanent problem in many regions of the world, thus opening up a new era of international efforts to improve their conditions.

Another process put in place by the United Nations is the global dialogue on gender equality. This dialogue includes explanations, negotiations, the definition of objectives and obstacles as well as the review of changes and developments in this subject. It also includes launching the common development strategy, setting new standards for national policies and creating new national implementation mechanisms to improve the status of women.

The process began in 1975 with the Mexican Women's Conference, after which the United Nations continued their work in this direction through the Copenhagen Conference in 1980, and then the Nairobi Conference in 1985. It was then necessary to wait until 1995 for the Beijing Conference to be organized, which was an important turning point in the path of the United Nations utilizing this type of mechanism, and establishing itself as a cornerstone of the world forum for women's issues.

In terms of number of participants, this conference was the most important of the United Nations conferences, in terms of both the official conference (more than 189 official delegations representing the Member States of the United Nations) and the NGO Forum (approximately 300,000 participants). Nevertheless, the conference gets its importance from three points.

The first is the nature of the issues that have been on its agenda and that have been discussed in its various forums. In particular, the questions identified the major obstacles to the advancement of women’s equality, making it possible to bring up critical challenges in order to work to address them, not only for state governments and the international community, but also for civil society organizations.
The conference focused on 12 main themes:

1. Poverty as a permanent and growing burden for women.
2. Unequal access to education and training.
3. Inequality in health care and related services.
4. Violence against women.
5. The impact of armed conflict on women.
6. Inequality in the benefits of economic policies, the practice of all production activities and access to resources.
7. Unequal opportunities in access to authorities and decision-making positions.
8. Lack of adequate institutional mechanisms at all levels to promote women's rights.
9. Lack of respect for the human rights of women and lack of promotion and protection of their rights.
10. Stereotypes of women and inequality in their access to and participation in all communication systems, in particular the media.
11. Gender inequality in the management of natural resources and environmental protection.
12. Constant discrimination against girls and violation of their rights.

Second, the conference was important because of the quality of the results it has produced, which were included in its statement and its adopted platform. The Beijing + 25 Conference remains the most comprehensive agreement to date between governments on actions aimed at empowering women, which fully realize their rights and ensure gender equality.

The declaration focused on explicit commitments of the governments of countries participating in the Conference in order to achieve a number of objectives, including:

- Achieving equality between women and men in terms of human rights and dignity, and in all the other objectives and principles set out in international human rights standards;
- The full realization of the rights of women and children;
- Referring to the consensus reached and the progress made during the previous United Nations conferences in order to achieve equality, development and peace;
- Achieving full and effective implementation of the strategy for the Nairobi Conference for the Advancement of Women;
Empowering and promoting women's rights, including the right to freedom of thought, conscience, religion and belief.

As for the program, it was an “agenda for the empowerment of women”, since it was defined as an objective to accelerate the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, and eliminate all the constraints that prevent its active participation in all areas of public and private life. This would be achieved by obtaining its full and equitable share in economic, social, cultural and political decision-making:

- The principle of shared power and responsibility should be respected between women and men as a whole: at home, at work and in national and international companies.
- Equality between women and men is a matter of human rights and a condition for equality, development and peace.
- The relationship between women and men must be changed by adopting equality as a condition for achieving sustainable development, centered on human beings.
- A stable and long-term commitment is necessary to enable women and men to work together for their benefit, in addition to that of their children and society, and to meet the challenges of the 21st century.

Finally, the conference drew its importance from the work which followed, mainly aimed at acting on its recommendations, which took the form of a series of international meetings and conferences. In particular, the Beijing + 5 Conference organized its work at the United Nations headquarters in New York from June 5 to 9, 2000 as part of a special session of the General Assembly entitled “Women 2000: Gender equality, development and peace in the twenty-first century”. The conference resulted in a political declaration and outcome document, in which UN member states reaffirmed their commitment to the Beijing Declaration and Platform for Action, while adopting other initiatives and measures to ensure its implementation.

Beijing + 25 was the subject of the 49th session of the Commission on the Status of Women in 2005. The declaration finally adopted affirmed not only that the full and effective implementation of the program of action is essential for achieving internationally agreed development goals, but also that the implementation of commitments under the CEDAW leads to mutual strengthening of gender equality, as well as the empowerment of women.
II. Beijing +25 in the choices of the Moroccan state

This phase which separates us from the Beijing + 25 Conference was characterized by the growing interest of the different public sectors to integrate the gender dimension in development programs, whether at national level via the budget based on the gender approach, or at the local level via economic and social development plans.

The National Plan for Democracy and Human Rights and the second version of the Governmental Plan for Equality "Ikram" 2017-2021, constituted an important framework for achieving the convergence of the various initiatives taken to integrate the gender approach in national policies and development programs, and to discuss results-based planning and the field approach in accordance with a participatory, rights-based approach.

1. **Defining the frames of reference:**

Within the framework of the strategic objectives and the implementation measures described in the Beijing Declaration and Platform for Action, Morocco has adopted a series of measures for areas of critical interest, which have made it possible to identify numerous achievements:

1. **Set priorities and benchmarks for national and sectoral public policies:**

Morocco has adopted an integrated public policy for equality as a framework for convergence of the various initiatives taken to integrate the gender approach in public policies and development programs. The dynamism brought about by the first Ikram plan (2012-2016) has resulted in structural reforms, whether at the legislative, institutional or strategic level.

By realizing these achievements, the second equality plan of the Ikram government 2017-2021 was adopted as a plan based on results-based planning, and on the territorial approach in programming and monitoring.

This plan includes seven axes:

- Strengthen women's employment opportunities and improve their autonomy.
- Strengthen the rights of women in relation to the family.
- Strengthen the participation of women in decision-making positions.
- Protect women and promote their rights.
- Disseminate the principles of equality and fight against discrimination and stereotypes based on sex.
- Incorporate gender into all government policies and programs.
- Regional implementation of the objectives of the government plan for equality.

2. **Strengthen the legal framework to combat discrimination and violence against women and girls:**

Morocco has adopted Law No. 103.13 on combating violence against women, published in the Official Journal on March 12, 2018 and enacted on September 13, 2018. This law includes numerous provisions which strengthen the protection of women against violence but which has a number of shortcomings, particularly with regard to the prevention and care of abused women. The law also strengthened the legal system to combat discrimination and violence against women, such as the following, existing laws:

- Law n° 79.14 of December 21, 2017 relating to the Authority for parity and the fight against all forms of discrimination considered by Jossourffm not in full compliance with the provisions of the Moroccan Constitution. This authority will only be a monitoring mechanism and not that of an advisory, decision-making and monitoring authority for policies and strategies put in place to change the situation of women's rights at all levels as desired and claimed by Jossouffm and the women's movement in Morocco. Furthermore, this authority has still not been put in place.
- Law No. 78.14 on the Family Advisory Council didn’t exist yet;
- Law No. 19.12 on domestic work and workers which unfortunately grants employees a transitional period of five (5) years allowing children aged 16-17 years to perform domestic work until October 2, 2023 according to the provisions of the Labor Code of 2004. In addition, the new text does not include any provision or instruments to extract and reinsert minors of all ages in a situation of exploitation;
- Law No. 27.14 on the fight against human trafficking;
- Law No. 14.05 on the conditions for opening and managing social protection institutions, in addition to Bill 19.13 amending the Nationality Law. Although this law gives the possibility to the Moroccan woman to transmit her nationality to her children,
discrimination with regard to the husband remains does not persist and cannot acquire this nationality automatically.

- The publication of three laws relating to the lands of the dynasties which is dedicated to the equality of their members, women and men, in rights and duties, published in the Official Journal of 8/28/2019;

3. Prepare a budget adapted to the genre:
Morocco has developed an important budget which meets the needs of women. This budget was an important tool not only to implement a gender perspective when formulating public policies or when monitoring financial allocations from government sectors, but also to achieve equity in public finances by taking the needs of women and men into account.

2. Progress made on the twelve areas of concern of the Beijing + 25 Platform for Action:
Relation to progress made in promoting gender equality in the Beijing Platform for Action’s twelve areas of concern. The most important aspects can be identified in the following areas:

1. Global development, common prosperity and decent work:
Several measures have been adopted to strengthen the legal requirements that guarantee women the right to obtain work and their rights in the workplace. In addition to the approval contained in Chapter 31 of the constitution, other requirements have been adopted in the Labor Code -Article 9-, which affirms the prohibition of discrimination based on sex at work, the right of women to join unions and participate in their leadership, as well as in criminal law which criminalizes and punishes discrimination on the basis of sex.

In addition to legislative measures, a number of programs and policies have been adopted that integrate the principle of gender equality into employment programs (integration, incentive, and employment support programs).

With regard to public utility, the 2018-2021 management reform plan included several projects such as: the support program for gender equality in public service; the drafting of a bill relating to health, safety at work, prevention of hazards at work; and the implementation of recommendations from studies related to the reconciliation of private and professional life, through writing the standard specifications for nurseries in 2018.
With regard to economic empowerment, laws have been enacted to give Soulaliyate women access to the various rights enjoyed by men belonging to ethnic groups. In the area of supporting the well-being of women in business, a number of measures have been adopted for the benefit of newly created enterprises, associations and cooperatives, and the number of economic inclusion institutions for village women has increased. However, statistics still confirm the limited impact of programs and policies related to equal participation of women in economic decision-making bodies, whether in the structure of trade unions or in professional chambers and federations, as well as the lack of economic evaluation of many of the jobs done by women, particularly housework.

2. *The burden of permanent poverty, social protection and social services:*

Several programs and policies have been adopted to combat poverty and the marginalization of women, such as:

- The rural poverty reduction program;
- Anti-fragility program;
- Earthworks rehabilitation program;
- The National Human Development Initiative, the third phase of what was launched (2019-2023);

In terms of financing and improving basic equipment and infrastructure, the financial resources for the Village Development Fund and mountain areas have been strengthened, as well as the horizontal integration of the gender approach in agricultural development programs. Regarding the access of women and girls to social protection, despite the set of measures taken, the most important of which is the increase in the percentage of women receiving pension, the results obtained are still far from allowing gender equality. And to support women who are not covered by social protection systems by subscription, a set of programs has been adopted:

- Aid program for widows in vulnerable situations, for their orphaned children;
- Facilitation program;
- Millions of Portfolios Initiative;
• Support for people with disabilities;
• Support for Social Cohesion Fund programs;

With regard to health coverage and public health services, the Ramed medical assistance system has been one of the pillars of basic health services, as well as the safe maternity program, the national family planning program, the village health program, the care program and the national industrialization, drug development and price reduction program.

With regard to the health sponsorship of women victims of violence and discrimination, the national program of the Ministry of Health was set up to sponsor women and children victims of violence.

With regard to the measures adopted to improve the results and skills of girls' education, the strategic vision for education reform will be adopted by 2030. At the same time, a legal framework for education, training and scientific research has been adopted, in addition to several programs. These include educational programs, the development of primary education and the promotion of educational, safe and harassment-free structures, as well as literacy programs in other areas such as higher education and vocational training.

Official data show that despite measures taken to improve the girl’s enrollment in school, violence in places of education and training persists. According to the figures, 52% of acts of violence committed in the study places are psychological violence, 37% sexual harassment and 11% physical violence.

3. Violence against women:

Public policies have put in place several processes to end violence against women. Law No. 103.13 on combating violence against women has been adopted, as well as the implementing decree on the renewal of organizational positions stipulating the sponsorship mechanisms for women victims of violence, at the national, regional and decentralized levels. This helped to institutionalize the institutional sponsorship units for women victims of violence, which also made it possible to strengthen the partnership with civil society, and to support listening centers which has also made it possible to strengthen the partnership with civil society, however it remains closed to women's NGOs and the progressive movement in general, and to support certain listening centers.
In the light of increased public awareness of violence against women and girls, national campaigns have been launched to combat violence against women, and training sessions have been organized to promote women's access to justice. The latter concerns judges, members of the Royal Gendarmerie, national security and prison staff. Prevention has also extended to technology-related violence.

In order to promote a culture of gender equality, a set of measures has been adopted to strengthen the role of public media professionals, as well as to combat stereotypes in the media.

4. **Participation, power sharing, responsibility and gender-sensitive institutions:**

The field of women's political participation has undergone a great change since the 2011 constitution which adopted the principle of equality. To achieve this, positive discrimination mechanisms have been adopted in the electoral legal system at the national, local and regional levels.

With regard to the participation of women in public decision-making positions at the public service level, in addition to regulatory law 12/02 relating to the appointment to positions of responsibility, the role of women has been strengthened by access to the legal professions, in particular the profession of L'Adouls.

A number of initiatives have also been taken to adopt the gender approach in public employment, be it capacity building, skills development or participation in decision-making in the media.

5. **Managing the effects, armed conflicts, and other conflicts, on women:**

Morocco has adopted the National Strategy for Immigration and Asylum since 2014, which mainly focuses on preserving the dignity of migrants residing illegally in its territory. To this end, active associations have been supported to provide emergency humanitarian aid to vulnerable groups of migrants, in particular women and children. Morocco has endeavored to activate the second stage to integrate and legalize the legal status of migrants residing illegally in its territory.
In order to strengthen this protection, the Moroccan government has adopted a bill on the right to and conditions for granting asylum, as well as a bill on immigration. The enactment of Law No. 27/14 on combating human trafficking had a direct impact on strengthening the judicial and non-judicial responsibility for violations of international humanitarian law, and violations of the rights of women and girls in situations of armed conflict.

6. **Incorporation of gender in environmental policies:**

The adoption of the National Charter for the Environment and Sustainable Development in 2014 and the National Strategy for Sustainable Development 2030 in 2017 had an impact on the integration of women’s issues into environmental policies. In addition to this objective, numerous training sessions have been organized to build capacity in the areas of gender, climate and sustainable development. Several initiatives aimed at reducing the impact of natural disasters, fighting climate change and mitigating its effects on women and the environment have been launched.

Beijing + 25 addresses a number of issues related to the status of women, gender equality and the political, economic, social and cultural empowerment of women. However, the importance of the measures taken by Morocco to address the problems of women does not seem to respond in a clear and comprehensive manner to the Beijing +25 principles. This makes certain problems related to the situation of women and equality appear non-urgent. It would therefore be imperative to continue our struggle in order to impose a response from the Moroccan government according to our vision and perception as a civil society active in the field of defending the problems of women in this third and last part of this report.
The objective of the preparation of this parallel report is to record, on the one hand, certain advances that Morocco is experiencing in the area of women's rights, the subject of the previous section, and on the other hand, to review the shortcomings and delays mainly based on a lack of political and governmental will to advance the issue of women's rights in Morocco, citing a certain number of data, which can be identified in four parts:

1. The choices, objectives and procedures which were made during the Beijing Conference + 25 of 1995, either in its declaration or in the resulting program of action, according to what was presented previously.

2. A number of transformations that Morocco has experienced over the past two decades, and their impact on the situation of women from a normative point of view that requires applying the text and spirit of the Moroccan Constitution of 2011 which addresses important requirements related to the following:

   - Encouraging public authorities to create the conditions allowing to generalize the freedoms of citizens, to ensure equality between them and to guarantee their participation in the political life. Emphasis is placed on protection of human rights and international human rights law, taking into account their universal characteristics while prohibiting all forms of discrimination based on sex, color, creed, the culture, social or regional affiliation, language, disability or status of any other person. In addition, international agreements ratified by Morocco, within the framework of the provisions of the Constitution, the laws of the Kingdom and its established national identity, must be respected while ensuring a harmony of national legislation, with the requirements of this ratification (preamble).

   - Stipulating that women and men enjoy the same civil, political, economic, social, cultural and environmental rights contained in its second chapter as well as in international agreements ratified by Morocco. The state must respect the principle of equality between
men and women, establish a commission for equality and fight against all forms of discrimination (Chapter 19).

- Using the law to promote equal opportunities for women and men in accessing elected posts (Chapter 30).

3. The work carried out by the Moroccan government, and the various official frameworks which operate under its supervision, within the framework of its interaction with the choices, orientations and objectives of the Beijing Conference + 25. These objectives aim to achieve political empowerment, tackle social, economic, cultural and environmental issues for women, and overcome the various obstacles that still hamper the improvement of women's conditions, particularly in view of the appalling gender gap in Morocco. This explains its ranking at 136th according to the world gender gap index published by the World Economic Forum in 2017.

Efforts have therefore been made by Moroccan civil society, of which the association Jossour Forum for Moroccan Women is an integral part, like global civil society, in order to increase the weight of women in decision-making and defend their rights in order to achieve desired equality in all areas.

The Jossour FFM association begins by mentioning a certain number of basic principles which underline the importance of improving women’s conditions in a democratic system and in overall social and economic development. In particular, and above all, the association stresses the importance of gender equality and non-discrimination, which are at the heart of democracy. The efforts of the Jossour association are not limited to what has just been mentioned, but also to the promotion of women's rights in social, economic, cultural and even political development. Morocco, which is today seeking to establish a new development model, will find it difficult to achieve this objective without women and their issues at the heart of this model.

The association also discusses the issues that the Beijing +25 Conference examined previously, since they still constitute major obstacles to the implementation of the progressive development strategy, the foundations of which were established during the Conference of Nairobi in 1985. This report presents proposals and recommendations to overcome all the challenges and obstacles to applying the Beijing +25 principles to achieve gender equality.

In this context, Jossour FFM considers that the fulfillment of the founding choices of the Beijing +25 Conference, of all the principles governing the international community, and the
commitment of the international organization in women's issues working to strengthen its presence in the Moroccan social, economic, political and cultural environment, involves activating a number of proposals and recommendations which can be identified as follows:

1. Women and poverty

Society is aware of the phenomenon of widespread poverty among women, especially in rural areas. This calls for several interventions by public authorities in order to increase the representation of Moroccan women in the field of production and exchange of goods and services, and to bridge the gender gap in the economic field. Indeed, the most important indicators are the absence of wage justice between the sexes, limited employment opportunities for women in decision-making positions, poor access to education, limited inclusion of women in the labor market, and the decrease in the concentration of women in high-income economic activities.

Recommendations:

- Require the gender approach in the development of public policies, by promulgating special programs to develop a general and integrated policy for the employment of women and their economic and financial empowerment;
- Provide economic support to women precarious situation
- so that they can be financially independent through income-generating programs;
- Ensure equal opportunities in education.

2. Education and training of women

The association is aware of the efforts made to support the education of girls, but that does not eliminate the need to address the multiple obstacles that push girls to drop out of school or fail to secure their rights to compulsory education. We see teaching and education as a powerful tool to empower women and girls in the family and society, as well as a major pathway to gain access to jobs.
Consequently, the Jossour Association considers the schooling of girls as a fundamental challenge which the authorities concerned must rigorously face.

**Recommendations:**

- Encourage girls to study and fight against school dropout;
- Review the content of school curricula to allow the culture of gender equality to take root;
- Express that universal education as an international, real and tangible challenge.

3. Women and health

In Morocco, women face obstacles that prevent them from fully enjoying their most basic rights, which therefore affects their physical, mental and gynecological health. Despite the progress recorded at this level, several imbalances still affect the situation of women. Indeed, official reports record sometimes shocking figures, in particular, in regards to the gynecological health of women, namely: medical treatment conditions, natural or Cesarean delivery, monitoring of pregnancy and maternal and fetal health. This phenomenon is more widespread in rural areas. Therefore, Jossour FFM is convinced that the provision of social services and favorable conditions that allow women to maintain their health is crucial for the empowerment of women, gender equality and socio-economic development. Several efforts must be made with regard to the following aspects:

**Recommendations:**

- Give paramount importance to sexual and gynecological health in order to fight against harmful gender norms;
- Adopt policies and implement programs that not only support the health of women and girls, but also improve their social and economic development;
- Strengthen the necessary infrastructure and adequate human resources as well as improve the medical reception structures, and make them meet the growing needs of health and the conditions imposed by urgent cases;
• Give importance to the culture of health;
• Increase financial and political commitment to sexual and reproductive health and rights in order to promote gender equality in the health field;
• Strengthen the integration of sexual and gynecological health services and services related to the fight against fatal and chronic diseases linked to sexual and gender-based violence;

4. Violence against women

Gender-based violence is considered one of the most extreme manifestations of discrimination, as a violation of the dignity of women and of their physical, moral, psychological, mental, economic and social integrity. This violence was identified by Jossour FFM as a negative point given the high number of cases recorded (The report of the High Commission for Planning through the first national research on the prevalence of violence against women reveals that among the 9.5 million women included in the research, 6 million women were exposed to one of the forms of violence). Knowing that the demands of the women's movement and human rights have not curbed this phenomenon, it remains a reality that aggravates the suffering of Moroccan women and affects their psychological, social and professional status.

It was following this challenge that the Jossour Association participated in the public debate aimed at combating this phenomenon. Indeed, the association organized the Arab Regional Conference of Jurists on the theme "Violence against women, law enforcement and jurisprudence" in Casablanca on November 25 and 26, 2019. The association also launched the project “Women Partners for Progress,” which was produced in partnership with the Khalil Gibran Chair at the University of Maryland, which is part of the project “Empowering Women Leaders and Gender Mainstreaming Policies in North Africa and the Middle East.” The objectives set for this project are the analysis of obstacles faced by Moroccan women during their professional career and the evaluation of progress recorded in public policies for the equal participation of women in Moroccan society at the legal, social, economic, political, academic, cultural, media and environmental levels.
**Recommendations:**

- Reconsider some of the ambiguities and shortcomings of Law No. 103.13 relating to the fight against violence against women, specifically in terms of the definition of what is meant by violence against women, domestic violence and criminalization of marital rape;

- Ensure the proper application of this law on the grounds that, even if it is not sufficient in facing violence against women, its application in the right conditions can be an important means to curb this phenomenon;

- Activate the protective measures written in law, and develop an increased effort to raise awareness;

- Expand awareness campaigns by all means to end violence against women;

- Recognize the right of associations benefiting from the public to be present as a civil party in cases of violence against women, without being subject to the consent of the victim;

- Create shelters to protect abused women,

- Maintain judicial sanctions despite the withdrawal of the victim.

5. **Women and the economy**

The increasing participation of women in the labor market, the existence of political programs and reforms that concern the economic activity of women in Morocco, and the economic empowerment of women still face many elements of fragility and vulnerability.

The fragile professional status of family work, the difficulty for women in obtaining high positions and their faltering professional career, the absence of a pension for the employee's family in the event of death, gender differences in the rate of economic activity, employment, and the nature of the work, the difficulty in accessing female enterprise, the low economic participation in certain industrial and commercial activities, the weakness of the marketing network, women's limited access to information and communication technologies, especially in rural areas, and the contribution of gender stereotypes to the low participation of women in technology fields represent the main causes of this fragility.
Consequently, neither the measures taken nor the transformations that the national public space underwent have led to a strengthening of their role in the economic empowerment of women, as indicated by the number of women in business, the number of women responsible for markets and companies, the number of women investors, as well as their low tendency to create small and medium enterprises.

**Recommendations:**

- Promote the economic role of women and raise awareness about the importance of women's work in the production and work cycles;
- Improve the situation of women in the family, develop the mechanisms necessary to guarantee their right to the funds acquired during the marriage period and in the event of divorce, as well as to implement the mechanisms available to guarantee their right to inheritance;
- Facilitate women's access to finance;
- Encourage and motivate women to invest;
- Study the production structures that do not offer enough opportunities for women, and the conditions of economic inequality from which they suffer and which limit their ability to integrate economically;

6. **Women and decision-making**

The change in the presence of women in political, administrative and institutional decision-making positions cannot be denied. Before the 2011 constitution, the adoption of the quota system following the 2002 legislative elections had given Moroccan women opportunities to be part of the "political plan" for the first time.

However, women's access to decision-making positions and their presence in political and administrative institutions are still very limited. The threshold set by the 2011 constitution to ensure equality between men and women has not been reached in both the legislative and executive circles. The constitutional judiciary has emphasized, following its case law, the
orientation of some of the possibilities that have been suggested to promote the presence of women in decision-making positions (e.g., in the structures of the two chambers of Parliament). In addition, the efforts of political parties remain modest and do not meet the expectations and ambitions of the women's movement.

**Recommendations:**

- Reconsider the regulatory law relating to appointments to positions of responsibility in order to ensure a specific level of presence of women in decision-making positions. Review the conditions that this law imposes to access these positions, which are far from being in the interest of women;
- Ensure the continuous development of the presence of women in positions of government responsibility and empower them to supervise important and effective government sectors
- Put Article 19 of the constitution into practice, which stipulates equality between women and men in all areas, including the political sphere;
- Encourage political parties to apply the requirements of the law regulating political parties so as to guarantee equal participation of the sexes in party decision-making centers;

7. **Institutional mechanisms for the advancement of women**

The presence of women in institutional and administrative decision-making centers is linked to their participation in political life in general, and in electoral life in particular, including their degree of representation in the bodies and structures of political representation. At this level, the results do not appear encouraging, even if they are better than before. Therefore, the struggle of the association focuses on improving the political participation of women, developing institutional mechanisms to revitalize their role in political change, democratic construction and political development, and improving the critical and necessary political conditions for the participation of women. The main obstacles are found in the electoral
system, political party systems, criteria for the selection of candidates, positive discrimination measures (quotas), support measures and financial incentives.

**Recommendations:**

- Guarantee the achievement of electoral equality;
- Monitor the implementation of the State regarding the improvement of women's political participation, the control of all procedures and laws that are adopted, their monitoring and evaluation, as well as their adoption;
- Increase the representation of women on electoral boards and in the positions of responsibility of these bodies;
- Review the entire legislative framework related to women's political participation;
- Adopt the principle of rotation between women and men in the electoral lists of collective councils, labor councils and regions subject to polling;
- Increase the number of seats reserved for women in individual voting groups;
- Create mechanisms allowing women to access leadership positions in collective councils;
- Promote the leadership of women in political parties;
- Provide funding mechanisms for women's electoral campaigns;
- Improve support and composition of campaign staff;
- Urgent implementation of the provisions of Article 19 of the Constitution, which is based on equality, the creation of a fair body and the fight against all forms of discrimination;

8. Human rights of women

Focusing on the human rights of women remains one of the most important points of the Beijing Conference. Consequently, Jossour FFM considers them with particular interest, and recommends the following.
Recommendations:

- Implement the principles and provisions of the 2011 constitution concerned with non-discrimination and equality;
- Improve the access of women and girls to the public sphere, by ensuring them a level of justice and security;
- Strengthen its contribution to development programs;
- Enforce tough laws for discrimination against women and modify all legislative and discriminatory requirements against them;
- Promote public policies that include the rights of women;
- Criminalize marriage of minors by force of law;
- Review or even proceed to the total revision of national laws and harmonize them with the provisions of the 2011 Constitution and international conventions ratified by Morocco to ensure gender equality in the following laws: family code, criminal law, labor code, nationality law, law 103.13 on violence against women;
- Strengthen the normative framework by promulgating a framework law on gender equality in all its dimensions;
- Adopt a law to combat violence in all forms;
- Attach a document, relating to the division of property acquired after marriage, similar to a medical certificate / increase contracts and others, in the weeding;
- Prohibit polygamy by deleting articles 40 and 46 of the Family Code;
- Give shared guardianship in the event of marriage;
- In the event of a divorce, guardianship will fall to the primary guardian;
- Modify article 175 of the family code by removing all conditions related to maternal care;
- Stop considering the mother's husband a reason for refusing custody of the children;
- Increase the value of the Family Takaful Fund to the extent that it meets the demands of daily life;
9. Women and the media

The media are of great importance as a tool for change and an effective means for the development of societies and building democracy. They effectively contribute to changing behavior and beliefs, spreading awareness, promoting values and correcting dominant and circulating concepts given their presence in all homes, spaces and social groups. Indeed, they are the first line of defense for the problems of women struggling to improve their conditions and establish a culture of gender equality. However, the media do not always agree with this image, and do not act in all circumstances to present a positive image of women and their roles in society.

Recommendations:

- Promote women’s participation and presence in the media landscape while recognizing their importance;
- Go beyond the stereotypes of women marketed in the visual, audio and written media;
- Make positive use of visual, audio and written media for gender equality;

10. Right to abortion and individual freedoms

Given the lively debates on the rights of women that Morocco is experiencing, Jossour FFM finds itself engaged in these debates. The association believes that the issue of individual freedoms, the most important of which is the right to abortion, should be of great importance as it is part of the human rights system in general and of the rights women in particular. This issue must be treated in accordance with the requirements of the various international human rights references concerned with this issue. Jossour, who advocates for the full achievement of gender equality and narrowing the gender gap, is also involved in the inheritance issue.
Recommendations:

- Expand the areas for legalization of abortion, especially in the following cases: incest, rape, birth defects and a pregnancy which poses a risk to a woman and threatens her life; in accordance with WHO requirements
- Respect the right to individual and collective freedom in accordance with the constitution;
- Lift the burden suffered by women and recognize their natural right to inheritance;
- Review legislation, above all criminal legislation, to meet these requirements;

11. Young girls' rights

Women are victims of many discriminatory practices, which places them in a vulnerable position. However, the situation and the impact of these practices appear in relation to underage girls, who are subjected to a certain number of practices as employees and domestic workers, as well as minors who are forced to marry at an early age. With all the psychological and health consequences of this situation, the deprivation it generates in terms of lack of economic independence, lack of medical coverage and retirement deprivation, and deprivation as a married woman of an integrated life project, which is based on training, education and science.

Recommendations:

- Prohibit the marriage of minors - under the age of 18 - by deleting Articles 20 and 21 of the Family Code;
- Complete ban on Fatiha's marriage by modifying the requirements of Article 16 of the Family Code and holding the government responsible for developing a successful practical strategy;

12. Women and Social protection

The revision of the Labor Code adopted in June 2003 made it possible to introduce a number of amendments favorable to gender equality. One of the major advances of this text was the implementation of the principle of non-discrimination between men and women with regard to employment and wages.
However, many obstacles to the principle of non-discrimination against men and women at work remain glaring. Women are disadvantaged by the pension system. For example, the current provision applied by the Moroccan Pension Fund for the payment of the widower's or widower's pension is obsolete. In fact, the payment of the pension for the widower of a civil servant is deferred until the date when the person concerned reaches the age of 60 (it will be paid immediately to the widower suffering from an infirmity or an incurable illness. making it impossible for him to exercise a salaried activity). However, in the case where the woman is a widow, payment of the retirement pension begins from the 1st day of the month following the date of death of the member. In addition, the civil pension scheme discriminates against women who do not receive widow's pension unless the marriage was contracted at least two years before the death of the husband or the date of cessation of marriage. activity. In addition, there is the condition that the accident or illness resulting in the disability be attributable to the service. The time limit is no longer valid if one or more children are from this marriage. These conditions are not required for the husband.

Finally, another major problem to be highlighted is that of the frequent lack of social security among women who occupy an important place in the informal sector of household helpers and homework. These unstable jobs are mainly socially female occupations and precarious activities, which are often informal and without contract.

**Recommendations:**

- The amendment of the pension scheme paid to the widow, which is only received if the marriage was contracted at least two years before the death of the husband or if one or more children are born of this marriage.
- Women must be able to transmit their old age capital. Thus, it is necessary that the widower of the official does not wait until the age of 60 to receive the retirement pension.
- See good coverage for part-time workers, contract workers, and those working at home on their behalf, the majority of whom are women.
- Take into consideration the retirement of women who have had to end their career for reasons of force majeure or reduce their working time for a limited period.
- Establish equal access to family allowances,
- Establish equal filing for reimbursement of illnesses between men and women that are declared,

The recommendations of the association Jossour Forum for Moroccan Women aim undoubtedly to push Moroccan public authorities to implement and ensure gender equality and to guarantee full respect for the rights of women. This vision, expressed in the parallel report, was a widespread concern for the association, as shown by the scale of meetings and activities carried out by Jossour FFM in cooperation with its partners in order to achieve the objectives for which it was created, and which had a role alongside the human rights movement. The association's work was by no means limited to the eleven projects mentioned; its influence extended to other questions. We cite as an example its persistent work to improve the skills of young women, in the light of the efforts made to strengthen their capacities to defend equality issues, and making this category a tool for the defense of human rights. Jossour has also organized several digital advocacy, making great efforts to take advantage of the means of communication to put an end to the societal behaviors that constantly demean women such as proverbs and popular Moroccan jokes.