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**Follow-up to the Fourth World Conference on Women and
to the twenty-third special session of the General Assembly
entitled “Women 2000: gender equality, development and
peace for the twenty-first century”**

Statement submitted by Mouvement alternatives citoyennes, a non-governmental organization in consultative status with the Economic and Social Council*

The Secretary-General has received the following statement, which is being circulated in accordance with paragraphs 36 and 37 of Economic and Social Council resolution 1996/31.

* The present statement is issued without formal editing.



Statement

This parallel national report comes to assess the progress made in the implementation of the Beijing Declaration and Platform for Action +30 as a national effort following national consultations, according to a participatory methodology aimed at ensuring comprehensive and accurate representation of the current situation of women's rights and gender equality in Morocco. Our focus as a coordinating association was on involving various actors from civil society organizations and women's associations active throughout Morocco.

The consultation process, which was deep and organized with these associations, included representatives from twelve different regions, allowing us to obtain diverse perspectives covering the various challenges and opportunities facing women in both urban and rural areas. In order to assess Morocco's commitment to international standards related to women's rights and to analyse the current situation and challenges facing women, with a focus on the social, economic, political, and environmental fields, this report also examines the achievements and challenges facing the realization of the declared goals, benefiting from the lessons learned for effective future planning to address current challenges. This report covers a five-year period, starting from 2020 and ending in 2025; includes the most important significant events and major transformations that directly affected public, economic, and social policies, and is considered part of the international efforts to support women's rights. We relied in it on a comprehensive methodology that combines the analysis of statistical data and the experiences of civil society. The report also draws on the experiences of women in various fields, providing a comprehensive picture of their situation. These consultations also focused on the areas of involvement of civil society organizations with the United Nations in the parallel national review process of the Beijing Declaration and Platform for Action +30. This is in preparation for the meeting of the Commission on the Status of Women (CSW69) to be held in New York in March 2025.

Progress Achieved: Inclusive Development, Prosperity, and Decent Work

Achievements

- **Legislation and Policies:** The Kingdom of Morocco has successfully established a legal and legislative framework aimed at supporting women in various social and economic fields.
- **Among the most important reforms are:**
 - **The Labor Code:** It prohibits discrimination in employment and guarantees equal pay. This step has been pivotal in ensuring the rights of working women in both the public and private sectors, providing the appropriate environment for women to realize their potential in the labour market.
 - **Expansion of the Quota System:** The quota system (gender quotas) in leadership positions within public and private institutions has been strengthened, enabling women to access decision-making positions. Although this reform still faces challenges in practical application, it represents significant progress in promoting female representation in decision-making spaces.
- **Despite the issuance of Law No. 19.12,** which defines working conditions and employment regulations for domestic workers.

Challenges for Women in Agriculture

- Women working in agriculture still face unfavourable working conditions, with most operating without formal contracts or legal protections, leaving them vulnerable to exploitation.

Enhancing Active Labor Market Policies

- Policies have been implemented to improve women's employment opportunities, focusing on empowering them in non-traditional fields. However, these policies lack serious enforcement, leaving women exposed to degrading practices, sexual harassment, and sometimes human trafficking due to the absence of procedural and legal protect.

Challenges

- Despite legislative and institutional progress, significant obstacles hinder the achievement of actual workplace equality and the enforcement of laws on the ground.
- Women continue to earn lower wages than men, especially in sectors with low female representation. Statistics indicate that women earn up to 30% less than men in the same professions.
- Despite reforms promoting women's participation in senior positions, their representation remains low, with women occupying only 15% of leadership roles in major institutions.

Recommendations

- Strict Implementation of Legislation: More stringent penalties should be imposed on institutions that violate equal pay laws or workplace discrimination regulations.
- Funding and support programs should be allocated to form cooperatives that help improve their working conditions.
- Women should be supported in reaching senior positions through targeted training programs and funding schemes to help them develop leadership skills. The government's role in enforcing gender equality achievements in the private sector should be strengthened.
- Supporting Rural Women: Special policies should be put in place to support women in rural areas, both financially and morally, ensuring their rights to inheritance and land ownership. Girls' education should be promoted to prevent school dropouts and overcome early marriages.

Improving Conditions for Agricultural Workers on Large Farms

- Enforcing Article 27 of Law No. 50.21 regarding the obligation to consider the principle of gender parity when appointing members of deliberative bodies.
- Implementing Government Plans to achieve the economic empowerment of women and girls, focusing on reducing the gap between women in urban and rural areas.
- Reforming: The Labor Code should be fundamentally reformed to ensure the protection of working women's rights against harassment and to uphold their dignity.

- Strengthening Gender-Sensitive Legal Measures in public procurement laws and industrial and commercial zones to ensure that women-led businesses have equal access to available opportunities.

Eradicating Poverty, Ensuring Social Protection, and Social Services

Achievements

- Programs focusing on vocational training for women in rural and marginalized urban areas were implemented to help them acquire new skills for entering the labour market.
- Initiatives to promote women's entrepreneurship and provide loans for women-led small businesses were introduced.

Challenges

- Many women in informal sectors struggle to access social protection.
- Women in remote areas face a lack of social services, such as healthcare and education, exacerbating their economic and social conditions. Studies indicate that 40% of women in rural areas lack access to basic healthcare.

Recommendations

- Expand healthcare and social protection coverage to include all women, particularly those in informal sectors.
- Improve access to healthcare and social services in rural areas by establishing new health and educational centres and increasing financial support.

Freedom from Violence, Stigma, and Stereotypes

- Adopting anti-violence laws marked a positive step, criminalizing domestic violence and sexual harassment while allowing women to file legal complaints against perpetrators. Support centres for victims of violence were also established.

Challenges

- Many women, especially in rural areas, remain unaware of their legal rights, leading to underreporting of violence cases.
- Despite the laws, rates of domestic violence and harassment remain high, with inadequate protective mechanisms for women.

Recommendations

- Raise women's awareness of their legal rights.
- Strengthen protective mechanisms and improve access to support and protection centres for women in remote areas, while enforcing penalties on perpetrators of violence.
- Enhance the representation of associations in the national committee for women's welfare.

- Establish a public observatory to monitor violence statistics and indicators and promote programs for reintegrating survivors into society and the economy.

Participation, Accountability, and Gender-Sensitive Institutions

Achievements

- The quota system was adopted to ensure women's participation in elected councils, increasing their representation in parliament and local councils to 20.5%.

Challenges

- Women's representation in senior leadership positions remains low despite efforts to support political participation.
- Many women struggle to gain support from political parties for leadership roles.

Recommendations

- Support women's political empowerment and implement government commitments to gender equality.
- Activate constitutional provisions related to establishing equality and anti-discrimination bodies.
- Enhance political training programs for women and support their access to decision-making roles within political parties and government.
- Encourage political parties to include women and enhance their representation in electoral lists.
- Develop a binding legal framework to ensure women's appointment to leadership roles across all institutions.

Protecting and Restoring the Environment

Achievements

- Protecting, Preserving, and Restoring the Environment
- Empowering Women in Environmental Projects: Women have been involved in environmental conservation projects through programs aimed at empowering rural women and enhancing their role in sustainable development. Women played a significant role in implementing projects focused on combating desertification and improving natural resource management.

Challenges

- Impact of Climate Change: Women in rural areas are particularly affected by negative impacts of climate change, such as water scarcity and land degradation, which worsens their living conditions.
- Funding for environmental projects that include women remains limited, restricting their ability to effectively participate in developmental projects.

Recommendations

- **Enhancing Women's Empowerment in Environmental Work:** Investment in gender-sensitive environmental projects should be increased, and financial and technical support should be provided to women in this field.
 - **Launching Awareness Campaigns:** Awareness campaigns targeting communities should be launched to raise awareness about women's role in protecting the environment. Women should also be involved in all environmental fields, especially in decisions and negotiations, by increasing the number of women at climate summits and international environmental forums.
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