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**THE ROLE OF WOMEN IN INDUSTRIALIZATION**

Country Paper on Morocco \*

prepared by

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## I. INTRODUCTION

It can never be stressed enough that education for all (women and men) is the basic criteria for the integration and the participation of women in development. Education is essential for men also because it makes them conscious of the role of women and enables them to understand that women are just like men and can work and act just like them.

In Morocco the participation of women in the Economy in general and in Industry in particular is very effective although this is often not taken into account and its actual value is not fully recognized. Of course the great obstacle remains that of education.

It is a truism to say that the paucity of trained manpower at all levels of the economy constitutes a serious constraint to development in Morocco. The National illiteracy rate is 76 % for all citizens. Among women and girls the illiteracy rate is 86 % at the national level ; it is 98 % in the rural areas.

In spite of a sizeable amount of investment realized by the Government of Morocco in the field of formal education, only 44 % of school age children are enrolled in primary school (1). In the rural areas the enrolment rate is only 14 %. Among girls the rate is 15 % at the national level, and 5 % in rural areas. These statistics become more significant when one considers that 65 % of the Moroccan population live in the rural areas.

Education for women in Morocco was innovated in 1949 when King Mohammed V permitted girls to enter primary school for the first time. The further expansion of the primary school system is constrained by budgetary considerations and the alarming population growth. The total population in 1977 is 18.3 million, of which 45 % is under 15 years of age. The annual population

growth rate is 3.2 %. The Government is just about able to increase the number of classrooms and teachers to keep up with the annual rise in the population.

The limitations in educational opportunities for women have their consequence on the labor market. Semi-literate or illiterate women, however intelligent cannot fully participate in the social and economic development of Morocco. Women are now available for work outside the home as the unemployment statistics attest. According to official data, the number of women seeking jobs increased tenfold between 1960 and 1971. While female unemployment did not account for 2 % of the total unemployment figure in 1960, it reached 21 % in 1971 (2).

Working women account for 25 % of the female population, and 37 % of the working class. This female labor force is young ; 44 % are less than 25 years old and 15 % are less than 15. These women work in agriculture, animal husbandry, agro-industry, assembly industries, textile, clothing industries, electricity, electronics, radio-television, accounting, etc. Moreover a lot of them work as civil servants (secretaries) or maids.

Despite the expansion in the formal education programme in Morocco, there are increasing numbers of students who "drop out" of the educational system, either through failure to pass the rigid and rigorous examinations or for other reasons. Many of these individuals, with some secondary school education, are then thrown upon the job market with no marketable skills. And in an effort to accelerate and expand educational and employment opportunities for women, the Government is looking for nonformal approaches to education and training which should reach a large segment of the unschooled without overtaxing the national budget. Under the Ministry of Labor, the Government has established

an "Office de Formation Professionnelle et de la Promotion du Travail" (OFFPPT) which has the responsibility for vocational training. The programme provides for both men and women between the ages of 15 and 20 who have dropped out of the formal school system.

In summer 1976 a USAID team mission recommended that women trainees be allowed to participate in the industrial and commercial training programmes of the Labor Ministry on a equal basis with men trainees (3). Suggested areas of training suitable for women workers were : watchmaking, textiles, clothing industry, cosmetics, leather manufacture, assembly industries and ceramics.

This demonstrates that the National Authorities are trying to do something in order to reduce the serious limitations of opportunities for women in education, training and employment. We must now hope that this will not remain a mere written recommendation.

## II. CURRENT CONTRIBUTION OF WOMEN TO INDUSTRIAL DEVELOPMENT IN MOROCCO

Unfortunately there are no accurate statistics giving specific data on the participation of Moroccan women in Industry. The only source available is the 1971 General Census on Population and Habitat. However since 1976, the "Direction de Statistiques" of the "Secrétariat d'Etat au Plan et au Développement Régional" and the "Direction de l'Industrie" of the "Ministère du Commerce et de l'Industrie" have been carrying out surveys each April on employment in the urban areas and on processing industries. The results of these surveys are not yet available.

In my discussions with the officials at the "Direction de l'Industrie" I stressed on the importance of having data by sex in the field of industry. They are willing to help me to undertake such a survey. But due to lack of time, for the time being we will limit ourselves to general information.

Through different industries, we are going to see how women presently act in the industrial sector.

1. Textile and clothing industry

In the Moroccan context, the textile and clothing industry is in comparison with other industries, the most modern. It follows very closely the new technology in that field, and occupies an important rank in the National Economy (4). Until 1970, this industry could not even satisfy the domestic market. Nowadays, it has made such progress that it covers not only the local market but also exports large quantities abroad. This situation reflects the efforts undertaken by the economic operators more than half of whom are women. And yet the possibilities of expansion of that branch of the National Economy are far from being entirely exploited.

At the present time more than 50 % of the human resources in that sector are women : in the 1971 census 75,985 are men and 78,194 are women (see annex IV). As one might guess women occupy almost exclusively the low categories of posts which require a lot of work and continuous attention and effort. They perceive salaries which are from 20 to 30 % lower than those of men, since the incomes of women are considered as a supplementary resource for the family. More women work in the clothing and hosiery branches than in other branches of this industry.

The textile industry occupies a very important place in the National Economic Plan. In view of its exporting vocation many programmes are foreseen for the increasing and diversifying production. To enable this development, women will have to play a big role. If they are to do so, more importance will have to be given to them and training and vocational programmes will need to be



set up for them. Women will also have to fight and overcome the social and cultural constraints preventing them from being at the decision making level. In fact, according to the Law and to the Constitution, women have the entire right to undertake all business activities without the authorization or the intervention of any man. In practice however this is not the case. Because society has taught women that they are weak, that their principal tasks are to procreate and bring up children and to look after the home. Business is conceived only for men. This will have to change if we want to develop and increase production.

As already mentioned, this sector has progressed rapidly during last 4-5 years. Since 1971 it has been noted that more and more women have been on its labor market. It has also been noticed that since that date the quality of production has improved. Hence the National authorities foresees the extension and the development of the sector. And in order to promote it, an institutional framework has been created to develop its exports and favour the transfer of technology. Unfortunately no specific programmes are foreseen for women.

In fact to enable the development of the sector, women, who constitute more than 50 % of its human resources should be thoroughly involved in the technological contribution. How ? by training them, by giving them more opportunities to have access to high level posts, by creating facilities for mothers, by giving them special credit facilities, by organizing their work in such a way that they benefit from the technology. We should also facilitate and encourage their adherence to the trade and industrial unions. In the case of Morocco, very few women participate in the unions. And even in the cases where they do, they rarely express their views.

During my discussions with some officials at the Ministry of Industry, it was mentioned to me that the only way to integrate woman into this sector is to create more manufacturing enterprises and to put into practice and elaborate educational and vocational programmes for women. This will increase the demand and consequently the investment and help to formulate a better strategy for industrial development.

Presently, for the whole textile sector we can quote only three firms which have women at their heads (Président Directeur Général).

I have visited one of them : "Vêtement Sécurité" and Mrs. Bouayad, the chief of the firm, devoted one whole afternoon to explain to me the problems that she encounters as a woman in her work : Problems of a woman in a developing, traditional and very conservative society and economic and social problems in general. The crucial problem in her firm is the lack of trained people. It is really a great problem. She employs about 80 persons and half of them are women. Some of them are entrusted with posts of responsibility. She feels that women are more serious than men and sometimes even more competent. Their rate of absenteeism is smaller in comparison with that of men. For the same work and the same competence they are paid on equal basis as men.

After their recruitment, all the workers receive three months of accelerated general training. Those who are to become polyvalent workers receive 6 months training. A minimum level of education is required.

All the women are between the ages of 18 and 30 and one of the major problem that Mrs. Bouayad encounters is that women tend to leave after marriage. This makes continuity in the work impossible.

## 2. Food-processing industry

Within this industry women tend to accomplish specific seasonal or temporary activities particularly in the fruit, vegetal and fish canning factories. These activities require tremendous manpower or more exactly "womanpower". In this sector women are more easily employed because a) they accept low wages, b) men do not like that "low category sort of work" and c) men do not accept seasonal work. We can say that sex-segregated work applies in this sector. According to the general understanding those activities are traditionally the specialization of women since firstly it is repetitive work, and secondly it requires patience and a lot of attention.

Thus 80 to 90 % of the seasonal workers in the canning factories are women.

As far as fruits and vegetables are concerned, the workers wash them, peel them and put them in tins. As for fish, women work especially in the sardine factories, but also in others.

It is generally said that the work in these factories is manual labour which does not require any prior special training. Moreover this situation enables the use of very cheap man or womanpower which reduces the cost.

Of course there are permanent posts, but they are in general the prerogative of men. Some of them, usually the very low categories, are occupied by women.

We also find a high rate of women working in the mineral water factories.

Concerning the seasonal sugar industry, it is said that because of the nature of work which is rather laborious and hard, the majority of workers are men.

At the administrative level in the food-processing factories, high level posts are set aside for men. There are very few women at the decision-making level. Despite the fact that there are now more and more women engineers and researchworkers, the figures still remain very low.

If the food-processing factories were well equipped, all the workers could be employed permanently. This is one of the objectives in this sector.

The population utilized by the food-processing industry remains marginal and the workers do not or can not participate and follow the movements or the progress of the technology.

Moreover the Moroccan woman worker does not realize that her work is a contribution and a participation in the economic and social life of the country. Earning the necessary money for the home is the exclusive role of men. The division of work is still clear and defines the power within the family: "He who earns the money makes the Law" .

### 3. The electrical, electronic and mechanic industry

The mechanic sector is generally thought to be reserved for men. It is not a sector which corresponds to womens' activities. For example, the foundry.

On the contrary, there are activities which can not be developed without women. For example the small assembly industrial units. This is the case for small electronic industries or assembly industries for television, radio, computers, airplane, cars, small electrical parts which require fineness, dexterity and continuous patient attention.

In the case of Morocco, 80 to 90 % of the workers in industries of this kind are women. Set out below is a list of some Moroccan radio-T.V. assembly industries having that percentage :

<u>Name of firm</u>	<u>Town</u>	<u>Total persons employed (5)</u>
- Electro Koutoubia	Casablanca	246 persons
- INOELEC	Casablanca	80 persons
- Nour Ifrikia	Temara	100 persons
- SFRM	Casablanca	654 persons
- ITT Maroc	Casablanca	160 persons
- INTRA Maghreb	Tanger	75 persons
- MANAR	Casablanca	100 persons
- MATRAS	Tanger	21 persons
- OSAKA	Casablanca	30 persons
- Signal radio	Casablanca	150 persons
- SADA electronique	Casablanca	130 persons

The heads of these firms have found that the productivity rate of women is far higher than that of men. Moreover women learn their job very quickly and very easily.

This is explained by the fact that women have more dexterity, are more assiduous in their work and are very attentive. The rate of absenteeism is lower than that of men (for example men may stay up late in the night drinking and not go to work in the morning !) Women also follow instructions more rigorously. I was assured that what has been achieved in the field of small electronic industries in 3 years would not have been possible to realize in 10 years without women. This

is especially the case of "SFRM" (Société de Fabrication radio-électrique Marocaine) which began its activities in 1974 . In 3 years this firm has achieved what has not been achieved in other countries in 10 years. And this, it was confirmed to me, is thanks to the participation of women. The firm is so successful that it cannot respond to all the orders placed by clients (for example french aviation military firms).

The workers in these industries receive, during the first 6 months, general training and during the following 6 months, they work under close supervision. As in the other industries, the great problem is that it is difficult to find literate people. The other difficulty is that women leave their jobs when they get married. In general the age of womenworkers is between 18 and 24 years.

There is another problem which was mentioned concerning night work. Those firms have had to stop working night shifts because Morocco has signed the ILO convention prohibiting the work of women during the night. And this according to the persons concerned is an obstacle to the development of a number of projects in electronics in which night work is necessary. Should women work during the night ?

The conclusion is that despite the fact that women participate and give high output in the sector of electronics, no specific training programmes are established and prepared for them.

#### 4. Chemical and paramedical industry

The participation of women in this sector is almost inexistent. A priori the policy for recruiting persons is the same for women and for men, but because of the traditions and the nature of some of the jobs, this sector is more or less reserved for men. In general, where women are employed, their salaries

are 20 to 30 % lower than those of men.

To give an idea of the participation of women in the sector, estimation in percentages in different branches follow :

- Pharmaceutic industry : 80 % are women, most of them are workers in low categories
  - Match industry :
  - Caoutchouc, pneumatic industry :
  - Heavy chemistry (fertilizers, chemical products):
  - Paintings :
  - Wood industry :
  - Building equipment industry :
  - Manufacturing of paper and of pasteboard : 40 % of the workers are women.
- ] The rate  
] of participation  
] is almost zero

### III. MEASURES TO STRENGTHEN THE CONTRIBUTION OF WOMEN TO INDUSTRIAL DEVELOPMENT IN MOROCCO

#### 1. Major constraints in achieving effective participation of women in industrialization

Despite what is generally believed, that there are branches of industry (especially the heavy ones) which are exclusively the field of men, in fact women can participate effectively in all branches and at all levels of industry. The extension and generalization of the benefits of technology should make this participation easier. The use of the techniques of the technology and the involvement of women in them is even essential.

Despite women's greater aptitude for certain types of work (electronics and clothing for example) there are in Morocco severe constraints on their industrial employment. First of all there is the lack of education. The latter plays a big part in the social liberation of women. Secondly there are the social attitudes

towards women. In Morocco, women, even when they are educated and heads of families, never reach full majority. They always need male authorization to accomplish any official act. For example despite the fact that according to the law a woman has every right to undertake business freely without the intervention of a man, she still needs male authorization (her husband, or her brother or tutor) to manage the inheritance of her young children, or to get her passport or to travel abroad. Thus without the authorization of her husband it is impossible for a woman to run an export business since this requires her travelling abroad and hence the authorization of her husband to obtain a passport and to travel to another country. The third constraint on the participation of women in industrial work is that their husbands may prevent them from working when they get married.

In spite of this, we note that in Morocco, during the last 5 years, women have been learning all kinds of industrial jobs and trying by all means to work. With inflation, the creation of needs and the evolution of the modern economy, women's earnings become a necessity for the maintenance of the home and to make them self-sufficient.

Thus the strengthening of the contribution of women to industrial development is essential.

## 2. National policy and planning agents at the Government level in promoting the effective role of women

Priority should be given to the education of women. The Government should provide young women with training which is consonant with employment in the modern sector. Nonformal educational programmes for women and vocational and technical training should be developed.



In fact the "Office de Formation Professionnelle et de la Promotion du Travail" (OFFPPT) is the Government entity which should play this role and promote the expansion of non-formal education training in Morocco. This Office should be developed and expanded in order to elaborate programmes and establish "Centres de Formation et de Qualification Professionnelles" for women equivalent to those existing for men. These centres should be geared to developing the skills needed for providing productive employment for a rapidly expanding and available labor pool of men and women. Thus programmes should be developed aiming at providing women with increased opportunity to secure employment as skilled workers in the industrial and commercial sectors of the economy.

It is recognized at all levels that the "Office de la Formation professionnelle et de la Promotion du Travail" (OFFPPT) is the best and most realistic mechanism through which such training could be achieved.

The OFFPPT was created in 1974 when the Ministry of Labor was charged with the responsibility for organizing and administering vocational training and for recruiting and training instructors and ascertaining manpower needs in industry and commerce. This Office is assisted by a council representing employers, workers and Government officials and is financed by a 1 % wage tax levied on industrial and commercial firms (6).

Currently there are 33 "Centres de Formation et Qualifications Professionnelles" in Morocco. They were initially under the responsibility of the "Chambre de Commerce". These Centres are now placed under the coordination of the Ministry of Labor. The content of the curricula and the areas of specialization provided are consonant with labor market demands and with the structure of

production in both the public and private sectors. All trainees are granted scholarship during their training periods (7).

Unfortunately in practice the OFPPT tends to discriminate against women. The following passage from an interim USAID report dated 7 March 1978 on project "Industrial and Commercial Job Training for Women" confirms that :

"Unfortunately, AID's evaluation found that in practice OFPPT discriminated against women. The training of women is restricted to the commercial sector. Women have access only to training courses in typing, shorthand, bookkeeping, and accounting. In fact, commercial training in all but the last are exclusively female. Although training in accountancy is mixed, it is, in fact, heavily dominated by males. Other signs of male favoritism were noted in the provision of dormitory facilities and in the placement of graduates.

"The Ministry of Labor, under whose jurisdiction falls OFPPT, reacted defensively to this point in AID's evaluation. It was stated that the current sex-selective training programs were not purposefully exclusive but resulted from a disinterest or reluctance on the part of Moroccan women themselves to seek admission to the industrial courses. In principle, the Government of Morocco is for the integration of the sexes in the training programme and also in the labor market itself.

"In spite of this protestation, however, the Labor Ministry did recognize its problem in this regard and requested AID to collaborate with OFPPT in establishing a pilot programme for the training of women in industry related areas. This special intervention would serve as a model for the promotion of industrial training and employment for women. Eventually the replication of the pilot programme would culminate in the integration of women throughout the OFPPT system. Ultimately the objectives of this pilot effort would be to integrate women into the industrial sector and not to perpetuate a sex-segregated labor market".

This demonstrates that the Government is willing to integrate women in industry which is a positive step. Programmes now need to be elaborated in that sense and multi-bilateral projects should be designed in order to achieve this objective. USAID should not be left with the sole responsibility for the promotion of women in the field of industry. UNIDO for example could participate by promoting similar projects with USAID or other Agencies. There is already in Casablanca one UNDP/UNIDO project : MOR/73/002 "Assistance à l'Institut Marocain de l'Emballage et du Conditionnement (IMEC)", Packing and Packaging, Centre which could become

a pilot project if programmes for the effective participation of women were elaborated. This would seem particularly appropriate since the international coordinator of the project is a woman. Furthermore it is a large scale project which may well be regionalised in the near future. Hence the Institute could design women's programmes with the collaboration of other developing countries (african and Arab countries). Women with high level education should be associated in the drafting of such programmes. This project could be a good pilot project for co-operation among developing countries in the field of the integration of women in industrial development.

There are certainly many other projects in which UNILCO can provide valuable assistance for women. One of them would be to assist the Government in creating a Women's Industrial Promotion and Information Service within the Ministry of Commerce and Industry. This service would be designed and organized in such a way that women could be readily informed about existing and forthcoming industrial opportunities for women with regard to education, skill and vocational training, possibilities of employment, unions etc. This is very important because first of all it would oblige the authorities to think about women's programmes and secondly would make people and especially women aware of their rights whereas at present most of them know nothing about them.

Moreover some pamphlets or brochures could be published containing basic information about the work capability of women, their perseverance and continuous attention, and their dexterity; in a word a sort of advertisement for women's work. This may sound like a joke, but everybody realizes that men are prejudiced against women workers. They are afraid of recruiting them because they may later have to grant maternity leave, etc. However they do not realize that statistically speaking

in spite of maternity leave, the male absenteeism rate is higher than that of women. Employers should therefore be encouraged to employ women. One might even imagine that the Government might give a sort of bonus or a kind of detaxation to those who employ women. The same applies for adherence to industrial Unions. Women should be informed and encouraged to participate in them.

UNIDO might also consider creating high level industrial training projects for training women abroad. Such projects should not concern only three or four women a year but cover a large number of women who have to be trained in many industrial fields abroad. I say abroad because first of all at the national level there are not yet enough training centres and secondly during their training they would be informed about and get acquainted with new technology which does not yet exist in Morocco, and would learn how to use it once Morocco has acquired the necessary infrastructure for it.

Apart from training abroad, there are already 3 existing middle level training institutions, 2 of them created with the assistance of UNDP/ILO : the Institut National de Formation des Cadres Techniques (INFCT) and the Institut National de Formation des Cadres en Comptabilité et en Secrétariat (INFCCS); and the third one is the Institut des Métiers du Bâtiment (IMB).

These Centres train teachers in various industrial skills and their programmes should effectively be extended to women. They should also be replicated throughout the whole country.

As for the non-formal educational programmes for women, Morocco has five separate types to which Moroccan women have access (8)

These programmes are sponsored by the following nationwide centres :

- Foyers Féminins
  - Ouvroirs
  - Handicraft Training Centres
  - Industrial and Commercial Training Centres (OFPPT)
  - Training Hotel Centres
- } reserved exclusively for female adolescents

These programmes and especially the first two should include modern industrial training for women and not content themselves to dispensing training reserved for women such as cooking, knitting, sewing and some superficial family planning courses.

These are only a few ideas for the preparatory meeting and I hope that we will have the opportunity of discussing them with others in order to come out from the meeting with recommendations for the integration of women in industry with the consensus of all the participants.

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- M. Zemmani : Chef de personnel à la Direction de l'Industrie
- M. Mezari : Chef du service agro-industrie alimentaire
- M. Slimani : Chef adjoint du service industrie textile
- M. Bensahhou : Chef du service industrie chimique et parachimique
- M. Benomar : Chef du service industrie mécanique, électrique et électronique
- M. Fakir : at the same service as Mr. Benomar
- M. Oucouc : Chef des études économiques et de la normalisation

The discussions I had with them were most valuable and without their cooperation I would not have been able to write this paper.

My thanks go also to Mrs. Jamila Bouayad, "Président Directeur Général" of the firm "Vêtement Securit" at Casablanca who devoted a whole afternoon to me to explain the activities of her firm and describe the composition of its personnel and the different tasks they perform.

FOOTNOTES

- 1- Statistics for 1976.
- 2- Kingdom of Morocco, 1971 census.
- 3- USAID interim report on project : "Industrial and Commercial Job Training for women" - USAID, Morocco.
- 4- Document "Foire Internationale de Casablanca, 3ème salon du textile et du cuir du 4 au 11 mai 1978".
- 5- 1976 figures.
- 6- Kingdom of Morocco : Appraisal of third Education project, World Bank, ed.
- 7- Prospectus of the "Office de la Formation Professionnelle et de la Promotion du Travail" (OFPTT).
- 8- Troisième Colloque de Demographie Maghrabine Tunis 24 - 30 April 1978 : Promotion et integration de la femme marocaine dans le processus de developpement : Programmes de formation non-academique by Fatima-Zohra Bennani-Baïti.

SELECTED DEMOGRAPHIC AND SOCIAL DATA

Annex I.

1. Total population (1977 estimate)	18.3 million
2. Crude Birth Rate	48 per 1,000
3. Crude Death Rate	16 per 1,000
4. Rate of Natural increase	3.2 % per annum
5. Years to double population	22
6. Percent total population under age 15	46
7. Total cultivated land (hectares)	7,469 million
8. Persons per hectare of cultivated land	2.45
9. Total females 15-49 years of age	4 million
10. Married females 15-49	2.8 million
11. Estimated number of females at risk of pregnancy	1.8 million
12. Estimated number of contracepting couples	400 thousand in private sector 150 thousand in public sector 550 thousand overall
13. 12 as % of 11	22.2 % private sector 8.3 % public sector 30.6 overall
14. Number of persons... per physician	13,874
per government physician	33,457
per private physician	31,443
per paramedical	2,002
per hospital	233,766
per hospital bed	841
per health centre	92,793
per dispensary	24,357
15. Infant Mortality Rate	130 per 1,000 live birth
16. Life expectancy at birth	53 years
17. Unemployment rate	25 % (unofficial)
18. Total GNP 1977 (U.S. \$)	11,000 million
19. GNP per capita (U.S. \$)	470
20. Average GNP growth (1971-76)	6.3 %
21. Rate of Growth of Urban Population	5.3 per annum
22. Rate to double urban population	13
23. Years to reach 60 % urban, 40 % rural	28



DISTRIBUTION OF THE ECONOMICALLY ACTIVE FEMALE POPULATION  
BY AGE IN THE TOTAL AND URBAN POPULATION : MOROCCO 1971

Activity Rates

<u>Age Groups</u>	<u>Total</u>	<u>Urban</u>
Under 15	0.8	2.6
15-19	16.6	21.0
20-24	13.5	21.5
25-29	11.1	16.6
30-34	9.9	12.0
35-39	10.9	13.0
40-44	13.2	17.0
45-49	14.8	19.0
50-54	19.1	26.0
55-59	22.3	29.3
60-64	7.6	10.7
65+	3.7	5.8
Overall Rate	<u>8.0</u>	<u>10.9</u>

Source : Royaume de Maroc : Recensement General de la Population et de l'Habitat.  
1971. Population Active Table 1-4, pp. 20, 23.

UNEMPLOYMENT BY AGE AND SEX

<u>Men</u>	<u>Total</u>		<u>No Previous Work</u>		<u>Previous Work</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
15-19	75,696	28.57	71,838	94.97	3,858	5.17
20-24	62,743	23.6	46,711	74.4	16,032	25.6
25-29	27,511	10.3	16,050	58.4	11,462	41.6
30-34	21,162	8.0	10,462	49.4	10,700	50.6
35-39	19,431	7.3	---	---	19,431	100.0
40-64	53,863	20.3	---	---	53,863	100.0
65+	5,542	2.1	---	---	5,542	100.0
<u>Women</u>						
15-19	31,856	43.75	27,954	87.8%	3,902	12.2%
20-24	14,738	20.2	12,153	82.5	2,585	17.5
25-29	4,463	6.1	3,209	71.9	1,254	28.1
30-34	3,568	4.9	2,355	66.0	1,213	34.0
35-39	3,329	4.6	---	---	3,329	100.0
40-64	13,731	18.8	---	---	13,731	100.0
65+	1,206	1.6	---	---	1,206	100.0

source :Computed from 1971 CENSUS, pp. 26, 28.

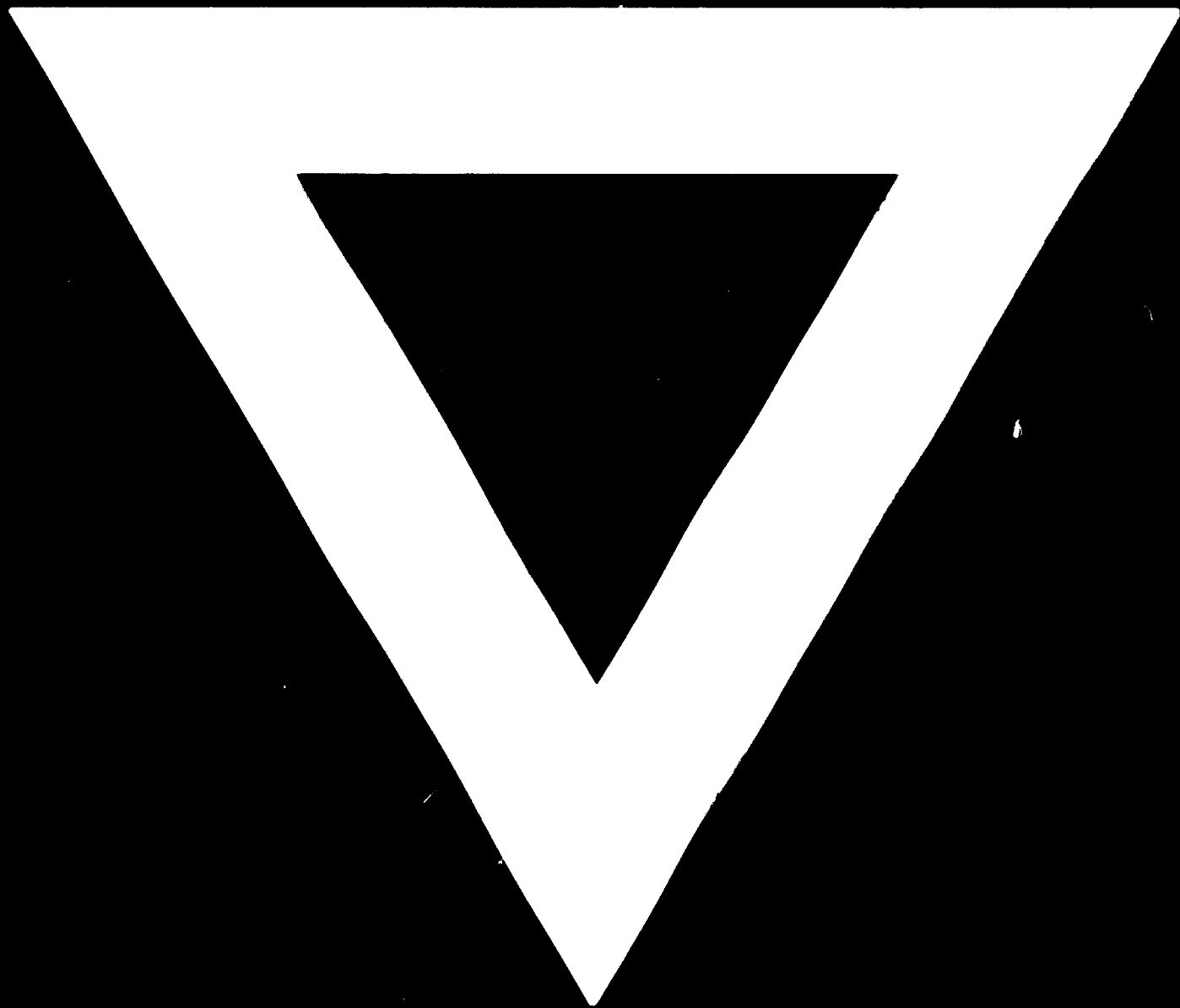
ACTIVE POPULATION BY SEX AND BY BRANCH OF  
ECONOMIC ACTIVITY (27 items)

BRANCH OF ECONOMIC ACTIVITY 27 items	SEX		Total	%
	Masculine	Féminine		
Pêche .....	13.756	494	14.250	0,4
Forêts, ramassage de produits sauvages, chasse .....	15.420	2.882	18.302	0,5
Culture .....	1.460.631	130.893	1.591.524	40,0
Elevage .....	267.048	71.685	338.733	8,5
Activités annexes de l'agri- culture .....	44.347	6.658	51.005	1,3
Electricité, eau .....	10.375	784	11.159	0,3
Production nationale : pétrole et carburant, combustibles et minéraux solides .....	9.696	325	10.021	0,3
Extraction et préparation de minéraux et minerais divers..	34.509	1.495	36.004	0,9
Transformation de métaux : fa- brication de biens intermédi- aires, de biens d'équipement, et de biens de consommation, réparation .....	75.258	3.591	78.839	2,0
Matériaux de construction, cé- ramique et verre, bâtiments et travaux publics .....	181.668	3.986	185.654	4,7

Industrie chimique, parachi-				
mique et pharmaceutique, ca-				
outchouc et amiante	7.068	932	8.000	0,2
Industries alimentaires, bois-				
sons, tabac, industrie des				
corps gras .....	50.660	14.976	65.636	1,6
Textiles et confection .....	75.985	78.194	154.179	3,9
Cuir et chaussures .....	33.557	1.882	35.439	0,9
Bois et ameublement divers ..	31.019	4.762	35.781	0,9
Papier et carton, imprimerie,				
presse et édition .....	6.815	733	7.548	0,2
Transports et communications..	100.582	4.581	105.163	2,6
Commerce .....	255.399	15.664	271.063	6,8
Hotellerie et restauration ..	22.387	4.329	26.716	0,7
Intermédiaire et auxiliaire				
du commerce et de l'industrie	1.957	676	2.633	0,1
Affaires immobilières .. ....	2.909	272	3.181	0,1
Services domestiques .....	27.726	102.974	130.700	3,3
Hygiène .....	18.623	3.830	22.453	0,6
Autres services (y compris				
jeunesse et sports) .....	65.632	17.249	86.881	2,2
Administration .....	246.716	28.473	275.189	6,9
Activité mal désignée ou non				
désignée .....	166.550	57.174	223.724	5,6
et activités exercées hors du				
territoire marocain .....				
personnes en quête de leur				
premier emploi .....	145.070	45.671	190.741	4,8
TOTAL .....	3.372.363	605.155	3.980.518	100,0

Source : 1977 census, Volume II, Page 76

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**80.02.04**