



## CONTEXT AND RATIONALE

Despite recent significant progress, gender inequality remains a serious problem and is particularly evident in the economy with unjustified differences in pay (gender pay gap, later translating into pension gap), difficult access to employment, slower career progression, gender segmentation (over-representation of women or men in each economic sector) and low numbers of women in top positions in large companies (glass ceiling).

It is possible and necessary to change this situation. In recent years, innovative policies and legislation in several Council of Europe member states have introduced quotas for under-represented gender on boards of directors, transparency requirements on remuneration levels in private companies and a form of gender equality certification or label.

The Moroccan Constitution of 2011 reflects the determined choice to empower women economically, socially, and politically. The reference framework for equality in Morocco, in line with the royal vision, is based on several tools and programs such as the integrated national program for the economic empowerment of women and girls, which aims to strengthen women's employability, improve access to education and training and ensure an enabling and sustainable environment for women's economic empowerment. The territorial dimension is necessary to better understand the situation of women in urban and rural areas.

Barriers to women's economic empowerment are mainly cultural in nature. Therefore, cultural measures, including training and education, as well as awareness raising and information, can play an important role in promoting equality. STEM (science, technology, engineering, and mathematics) education pathways should be particularly encouraged among women and girls. They are heavily under-represented in these fields, although they hold great promise in terms of economic development and career prospects.

In addition, the PACE Committee on Equality and Non-discrimination is currently preparing a report on "Women in the economy: employment, entrepreneurship and gender budgeting".

## OBJECTIVES

Through this meeting, participants will be able to:

- Strengthen their knowledge of the national context and Moroccan experiences in women's economic empowerment.
- To learn more about the experience of Council of Europe member states in the field of women's economic empowerment through a dialogue with PACE parliamentarians and international experts.
- To become familiar with European gender equality and non-discrimination policies.
- Learn about PACE's tools for promoting women in the economy.

## TARGET GROUP AND WORKING LANGUAGES

The meeting is aimed at Parliamentary Councillors as well as officials of the Chamber of Councillors of the Kingdom of Morocco who work on issues related to women's economic empowerment.

The working languages will be Arabic, French, and English.

## REFERENCE TEXTS AND USEFUL LINKS

Report and Resolution **2235(2018)** on the empowerment of women in the economy, <https://pace.coe.int/fr/files/24803/html>

PROGRAM	
Wednesday 22 February 2023	
Opening session	
9.30 - 10.00	Welcome and registration of participants
10.00 - 10.30	<p><b>Abid BADIL</b>, Member of the Chamber of Councillors of the Kingdom of Morocco, member of the PACE Committee on Equality and Non-discrimination</p> <p><b>Elvira KOVÁCS</b>, Member of Parliament, Serbia, member of the Committee on Equality and Non-discrimination of the Parliamentary Assembly of the Council of Europe (PACE)</p> <p><b>Aawatif HAYAR</b>, Minister of Solidarity, Social Integration and the Family</p>
Introductory session - Overview and context of women's economic empowerment	
10.30 - 11.15	<p><b>Anne RAVANONA</b>, international gender expert, speaker, founder and CEO of Global Invest Her</p> <p><b>Chaabia BELBZIOUI</b>, CEO of BCSS Industrie, Regional President of the Association of Women Entrepreneurs of Morocco (AFEM)</p>
11.15 - 11.30	<i>Coffee break</i>
Session I - Policies to promote women's economic empowerment	
11.30 - 12.30	<p><b>Moderator: Abid BADIL</b>, Member of Parliament, Chamber of Councillors of the Kingdom of Morocco, member of the PACE Committee on Equality and Non-discrimination</p> <p><i>Women's place in the labour market: obstacles and challenges</i></p> <ul style="list-style-type: none"> <li>• <b>Jean-Pierre GRIN</b>, Member of Parliament, Switzerland, member of the PACE Committee on Equality and Non-discrimination</li> <li>• <b>Amina HAMDANI</b>, Member of Parliament, Chamber of Councillors of the Kingdom of Morocco</li> </ul> <p><i>Access to education and training</i></p> <ul style="list-style-type: none"> <li>• <b>Elvira KOVÁCS</b>, MP, Serbia, member of the PACE Committee on Equality and Non-Discrimination</li> <li>• <b>Lahcen HADDAD</b>, Member of Parliament, Chamber of Councillors of the Kingdom of Morocco, President of the Moroccan-European Union Joint Parliamentary Committee</li> </ul>
12.30 - 13.00	General discussion
13.00 - 14.30	<i>Lunch</i>

## Session II - Specific policies to promote women's economic empowerment

14.30 - 15.30

**Moderator: Jean-Pierre GRIN**, Member of Parliament, Switzerland, member of the **PACE** Committee on Equality and Non-discrimination

*Women's entrepreneurship*

- **Maryna BARDINA**, Member of Parliament, Ukraine, member of the PACE Committee on Equality and Non-discrimination (*online*)
- **Anne RAVANONA**, international gender expert, speaker, founder and CEO of Global Invest Her

*Economic inclusion through the creation of income-generating activities*

- **Naoual BAKRY**, consultant, speaker and trainer, Director of DevAct Consulting

15.30 - 16.30

General discussion

16.30 - 17.00

Conclusions and recommendations

**APCE SECRETARIAT**  
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