



## MA-Second Skills and Employment DPL (P144185)

MIDDLE EAST AND NORTH AFRICA | Morocco | Social Protection & Labor Global Practice |  
IBRD/IDA | Development Policy Lending | FY 2015 | Seq No: 3 | ARCHIVED on 31-Dec-2015 | ISR22112 |

Implementing Agencies: Ministry of General Affairs and Governance (MAGG), Ministry of Employment, Ministry of Education and Vocational Training

## Key Dates

## Key Project Dates

Bank Approval Date:26-Aug-2014

Effectiveness Date:15-Oct-2014

Planned Mid Term Review Date:31-Mar-2016

Actual Mid-Term Review Date:--

Original Closing Date:31-Dec-2015

Revised Closing Date:31-Dec-2015

## Program Development Objectives

Program Development Objective (from Program Document)

The Program Development Objectives of this second operation of a programmatic DPL series are to: (a) improve the efficiency and relevance to labor market needs of skills development programs; (b) improve the effectiveness of intermediation services; (c) promote the formalization of micro-enterprises; and (d) strengthen the labor market information system.

## Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	● Moderately Satisfactory	● Moderately Satisfactory
Overall Implementation Progress (IP)	● Moderately Satisfactory	● Moderately Satisfactory
Overall Risk Rating	● Substantial	● Substantial

## Implementation Status and Key Decisions

Significant progress has been made since the effectiveness of the Loan Agreement and the last supervision mission towards the achievement of the project's development objectives in particular on the vocational training reforms despite the delay in the approval of the on-the-job-training governance and finance law (Pillar A), on the implementation of the self-entrepreneurship law (Pillar C) and the establishment and operationalization of the National Labor Market Observatory (Pillar D). On the other hand, the implementation of the reforms related to intermediation services (Pillar B) has not seen much progress since the last mission. Progress per Pillar is as follows:

**Pillar A: Improve the efficiency and relevance to labor market needs of skills development programs.** Except for the prior action no. 2 on-the-job training (OJT) governance and financing law which has experienced a lot of delay and will unfortunately not be approved by the Parliament during this project, all actions under this Pillar have achieved a lot of progress. Indeed to date: (i) the national vocational training strategy has finally been approved by the Government and the implementation of the multiannual training contracts with private sector entities (Prior Action # 1) has been ongoing in particular in the context of the delegated management of (private or public-private) sector professionals; (ii) the roadmap for the national commission for the National Qualification Framework (Prior Action # 3) was approved and a stronger legal framework is being designed as well as a National Qualification Agency which is currently being set up; (iii) 25 non-governmental organizations offering vocational training to out-of-school



youth from disadvantaged backgrounds (Prior Action # 4) were audited and subsequently, provided capacity building training to improve their performance; and finally (iv) the National Agency for Higher Education and Scientific Research Evaluation has been established and provided limited resources (financial and human) to kick off its operationalization. With regards to the OJT governance and financing law, while it has not been approved, substantial progress was achieved through the securing of the 30 percent vocational training tax and the establishment of a tripartite commission for oversight. This is a major milestone which will help increase the OJT opportunities for employers and workers.

**Pillar B: Improve the effectiveness of intermediation services.** Actions under this pillar have not seen much progress since the last supervision mission. The Ministry of Labor and Social Affairs (MOESA) has finalized the National Employment Strategy (NES) and integrated many actions of its strategic action plan (Prior Action # 6) to the NES. However, significant delays were noted in the implementation of new active labor market programs such as *Tahfiz* and potential beneficiaries take up on these new programs is very weak. The MOESA will launch a strong communication strategy to sensitize the public and entice more potential beneficiaries to enroll. The evaluation of the *Taehil* program (an on-demand retraining program) is still ongoing and preliminary results are expected early 2016. Finally, the initial phase of implementation of the 18-month pilot program to extend the coverage of the National Employment Promotion Agency to non-graduate job seekers (Prior Action # 7) has been achieved and the second phase is being fine-tuned prior to roll out.

**Pillar C: Promote the formalization of micro-enterprises.** The implementation of the legal, fiscal, and social status for self-entrepreneurship reform (Prior Action # 8) has kicked off on a pilot basis nationwide. Two out of the three decrees for the enforcement of the law, namely “the establishment of the status of self-entrepreneur” and the “establishment of a national committee for entrepreneurship” have already been adopted. However, the third enforcement decree, identifying activities that will be eligible for self-entrepreneurship, has still not been finalized due to some overlap of activities between ministries. Similarly, the framework to provide social security coverage for the self-entrepreneurs, which constitutes a fundamental element to motivate the self-entrepreneurs to get the new status, has still not been finalized. The program won’t be formally launched until the completion of these two aforementioned actions.

**Pillar D: Strengthen the labor market information system.** Some progress has been achieved under the pillar. (i) Despite the formal approval of the operations manual to monitor and evaluate employment programs (Prior Action # 9) and adequate budget allocation for monitoring and evaluation of activities scheduled for 2014-2016, MOESA has yet to define a clear action plan to implement the key aspects of the manual and move away from an outputs-based monitoring system to a results-based monitoring system. (ii) The National Labor Market Observatory Department is fully operational with a multidisciplinary team of 25 staff, a dedicated budget, and its own premises. It has already published an annual report and seven labor market monitoring reports.

## Risks

### Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	--	● Moderate	● Moderate
Macroeconomic	--	● Moderate	● Moderate
Sector Strategies and Policies	--	● High	● High
Technical Design of Project or Program	--	● Substantial	● Substantial
Institutional Capacity for Implementation and Sustainability	--	● High	● High
Fiduciary	--	● Low	● Low
Environment and Social	--	● Low	● Low
Stakeholders	--	● Moderate	● Moderate



Other	--	--	--
Overall	--	● Substantial	● Substantial

## Results

### Results Indicators

#### ► Rate of internal efficiency of vocational training programs (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	66.00	66.00	70.00	68.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

#### Comments

there was an overestimation in the reporting

#### ► University graduation rate (bachelor) in open-enrollment faculties, by gender (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	51.00	51.20	52.56	56.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

#### ▾ percentage of girls (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	52.00	52.41	51.82	57.00



▶ Number of beneficiaries of on-the-job vocational training (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	122000.00	122000.00	123633.00	134000.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▶ Number of disadvantaged youth benefiting from NGOs-offered training programs (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	3300.00	3300.00	4856.00	3700.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▶ Number of Taehil beneficiaries, by gender (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	18000.00	18390.00	30710.00	25000.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

Comments

ditto here, there was an overestimation

▲ percentage of women (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	50.00	50.00	50.00



▶ Number of CIP beneficiaries, by gender (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	68.00	71.00	100.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▲ percentage of women (Number, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	69.00	68.00	50.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▶ Number of beneficiaries of the State-funded social insurance coverage (Prise en charge par l'Etat de la couverture sociale or PCS) Program, by gender (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	1441.00	2271.00	1000.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▲ percentage of women (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	63.00	72.00	50.00



▶ Number of ANAPEC local offices (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	50.00	75.00	76.00	77.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▶ Number of new enrolments with ANAPEC, including proportion of non-graduates, per year, by gender (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	130000.00	158284.00	170311.00	160000.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

▲ percentage of non-graduates (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	10.00	18.00	21.00	15.00

▷ percentage of female (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	45.00	42.00	41.00	40.00



► Number of firms, formally operating in the informal sector, registered annually for professional tax (cumulative) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	174.00	28000.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

► Number of non-salaried workers registered with National Social Security Fund (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50000.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

Comments

This indicator couldn't be informed because the implementation of the self-entrepreneurship has not formally started and there has not been a decree or law for their social insurance

► Number of ALMPs that have been the subject of an evaluation (Text, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	2 (Idmaj and Moukawalati) out of three ALPMs have been evaluated a posteriori	Evaluation of Taehil initiated in early 2015 is still ongoing. The evaluation of the CIP is planned for 2016, however a midterm implementation report has been prepared by ANAPEC	Evaluation of Taehil initiated in early 2015 is still ongoing and the findings are expected for early 2016. The evaluation of the CIP is still planned for 2016, however a midterm implementation report has been prepared by ANAPEC	2 ALMPs evaluated (Taehil and CIP)
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015



► A program of surveys and studies, aimed at responding to the needs of the labor market and social protection, is carried out (Text, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	3 studies are launched	Three studies were completed: (i) study on minimum wage; (ii) survey on labor force mobility; and (iii) evaluation of Idmaj. Two new studies have been launched (evaluation of the Taehil and evaluation of cost-efficiency of the extension of ANAPEC services to non-graduates	Three studies were completed: (i) study on minimum wage; (ii) survey on labor force mobility; and (iii) evaluation of Idmaj. Two new studies have been launched (evaluation of the Taehil and evaluation of cost-efficiency of the extension of ANAPEC services to non-graduates) for which the findings are expected for 2016	3 studies are completed and 2 new ones are launched
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015


► Number of publication of a labor market monitoring report (bulletin) by the National Employment Observatory. (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	7.00	2.00
Date	01-Jul-2014	15-Apr-2015	16-Dec-2015	31-Dec-2015

#### Overall Comments

### Data on Financial Performance

#### Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P144185	IBRD-84180	Effective	USD	100.00	100.00	0.00	93.02	0.00	 93%

#### Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P144185	IBRD-84180	Effective	26-Aug-2014	19-Sep-2014	15-Oct-2014	31-Dec-2015	31-Dec-2015





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## Tranches

### Restructuring History

There has been no restructuring to date.

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### Related Operations

P120566-Morocco First Skills and Employment DPL

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