



MA-Second Skills and Employment DPL (P144185)

MIDDLE EAST AND NORTH AFRICA | Morocco | Social Protection Global Practice |
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Implementing Agencies: Ministry of General Affairs and Governance (MAGG), Ministry of Employment, Ministry of Education and Vocational Training

Key Dates

Key Project Dates

Board Approval date:26-Aug-2014

Effectiveness Date:15-Oct-2014

Planned Mid Term Review Date:14-Dec-2015

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	● Satisfactory	● Moderately Satisfactory
Overall Implementation Progress (IP)	● 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 towards the achievement of the project's development objectives particularly on intermediation services (Pillar B) and the labor market information system (Pillar D). On the other hand, the implementation of the reforms related to skills development (Pillar A) and support to self-entrepreneurship (Pillar C) have been experiencing delays that could jeopardize the success of the proposed reforms. Progress per Pillar is as follows:

Pillar A: Improve the efficiency and relevance to labor market needs of skills development programs. Actions under this pillar have experienced significant delays: (i) the national vocational training strategy has not yet been validated by the Government; (ii) the implementation of the multiannual training contracts with private sector entities (Prior Action # 1) will only begin once the validation process of the aforementioned strategy is completed; (iii) the draft law on the governance and financing of on-the-job training, approved by the Council of the Government since June 2014, has still not submitted to Parliament (Prior Action # 2); (iii) so far, the roadmap for the implementation of the National Qualifications Framework (Prior Action # 3) has still not been validated by the Interdepartmental Committee; and (iv) while the publication in the Official Bulletin of the law no. 80 12 establishing the National Agency for Higher Education and Scientific Research Evaluation is an important step, it is fundamental to ensure that the Agency is operational as soon as possible through its inclusion in the list of public institutions with legal personality and self-sufficiency. It is key to



accelerate the recruitment of the agency's Director as well as its Board of Directors. Finally, as mentioned in the law 80-12, the Agency needs to be equipped (personnel and an own premise) and have a budgetary line for 2016 in order to ensure its operability and independence.

Pillar B: Improve the effectiveness of intermediation services. Actions under this pillar have seen notable progress. (i) The Ministry of Labor and Social Affairs (MoLSA) has achieved many of the milestones set on its strategic action plan 2012-2016 for the promotion of employment opportunities to job seekers (Prior Action # 6). In particular, significant progress has been made in order to complete some of the actions in the plan, including the reform of two main national ALMPs: *Mukawalati* (an entrepreneurship support program) and *Idmaj* (a wage subsidy program that enables unemployed graduates to acquire relevant experience through a paid internship for a maximum of 24 months). The reforms introduced were inspired by the results obtained from 2 impact evaluation studies, which constitutes a good move towards evidence-based policy making. Moreover, the evaluation of the *Taehil* program (an on-demand retraining program) is ongoing and preliminary results will be available towards the end of the year 2015. In addition, a new employment incentive program is being introduced to stimulate job creation in firms and NGOs. The name and scope of the new program is being discussed between MoLSA and its partners and will be launched once consultations with social partners have been completed. (ii) MoLSA has also made progress in the preparation of an 18-month pilot program to extend the coverage of the National Employment Promotion Agency (*Agence nationale de promotion de l'emploi et des compétences*) to non-graduate job seekers (Prior Action # 7).

Pillar C: Promote the formalization of micro-enterprises. The law on the legal, fiscal, and social status for self-entrepreneurship (Prior Action # 8) was passed by Parliament and published in the Official Bulletin on 12 March 2015 and to date, 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. 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. Important progress has been achieved under the pillar. (i) An operations manual to monitor and evaluate employment programs (Prior Action # 9) was prepared by the MoLSA with the technical support of the World Bank and eventually approved by the Minister of Finance (who will assure financial resources for its implementation) on March 14, 2014. The Ministry of Finance has allocated budget for monitoring and evaluation activities scheduled for 2014-2016. (ii) The National Employment Promotion Agency (ANAPEC) updates on a monthly basis monitoring indicators and calculates "insertion rates" in the formal sector for its program beneficiaries on an annual basis by cross-checking its database against that of the National Social Security Fund (*Caisse nationale de sécurité sociale*). On the other hand, while noteworthy progress has been made for the set-up of a monitoring mechanism, further efforts are to be deployed to move away from an outputs-based monitoring system to a results-based monitoring system. (iii) The National Labor Market Observatory Department (*Direction de l'observatoire national du marché du travail*), established by the Decree # 6275 of July 21, 2014 (Prior Action # 10), has become operational with a multidisciplinary team of 17 staff (5 additional staff are currently being recruited) and its own premises. However, the multi-annual work program of the Observatory, which was developed by its own team, has still not been submitted to its partners for discussion and validation. It is important to speed up the validation exercise of this program and to finalize it as soon as possible in order to agree upon priority actions to be included in the 2016 Public Finance Law.

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	66.00	68.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

Comments

The current indicator value will be updated once the data is received from government counterparts.

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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	51.00	51.00	51.20	56.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

▲ percentage of girls (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	52.00	52.00	52.41	57.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015



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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	122000.00	122000.00	122000.00	134000.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

Comments

The current indicator value will be updated once the data is received from government counterparts.

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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	3300.00	3300.00	3300.00	3700.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

Comments

The current indicator value will be updated once the data is received from government counterparts.

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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	18000.00	18000.00	18390.00	25000.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

Comments

This indicator will most likely not be met as the Government has reduced the target from 25,000 beneficiaries to 18,000 beneficiaries.

◄ percentage of women (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	50.00	50.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015



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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	68.00	100.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

▲ percentage of women (Number, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	69.00	50.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-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	0.00	1441.00	1000.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

▲ percentage of women (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	63.00	50.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015



▶ Number of ANAPEC local offices (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	50.00	50.00	75.00	77.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-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	130000.00	158284.00	160000.00
Date	01-Jul-2014	01-Jul-2014	15-Apr-2015	31-Dec-2015

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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	10.00	10.00	18.00	15.00
Date	01-Jul-2014	01-Jul-2014	15-Apr-2015	31-Dec-2015

▷ percentage of female (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	45.00	45.00	42.00	40.00
Date	01-Jul-2014	01-Jul-2014	15-Apr-2015	31-Dec-2015



► 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	0.00	0.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-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	05-Dec-2014	15-Apr-2015	31-Dec-2015

Comments

The current indicator value will be updated once the data is received from government counterparts.

► 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	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	2 ALMPs evaluated (Taehil and CIP)
Date	01-Jul-2014	05-Dec-2014	15-Apr-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	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	3 studies are completed and 2 new ones are launched



the Taehil and evaluation of cost-efficiency of the extension of ANAPEC services to non-graduates

Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015
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► 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	0.00	2.00
Date	01-Jul-2014	05-Dec-2014	15-Apr-2015	31-Dec-2015

Comments

The first online labor market monitoring report (bulletin) is being fine-tuned and will be published in the coming weeks. Once this first issue is published, it is planned to publish a bulletin every month.

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

Tranches

Restructuring History



There has been no restructuring to date.

Related Operations

P120566-Morocco First Skills and Employment DPL
