

ANNUAL REPORT

EDITION 2024



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Message from the President

Over the past five years, the national economy has faced significant challenges. In addition to the COVID-19 pandemic, Morocco has endured successive years of drought, which have severely exacerbated water stress resources. On the international front, the outbreak of war in Ukraine has reignited geopolitical tensions, led to major increases in energy and food prices, and intensified disruptions in global supply chains.

Against this backdrop, inflation surged sharply in 2022 to levels unseen in decades. Nevertheless, the national economy demonstrated notable resilience by achieving a growth rate of 3.4% in 2023, accompanied by a significant enhancement in macroeconomic stability.

These developments have had a substantial impact on the country's productive fabric. Consequently, the fifth edition of the Moroccan Micro, Small and Medium Enterprises Observatory (OMTPME) seeks to provide a deeper understanding of the effects of this challenging period. The report offers an assessment of Active Legal Entities -ALEs for 2022 and 2023, along with a comparative analysis of the pre-COVID period from 2017 to 2019.

Recent data from The General Tax Administration (DGI) indicate that during 2022-2023, the rate of new company creation has rebounded to levels similar to those seen in the pre-COVID period, with nearly 66 thousand new firms established annually—most of which are microenterprises.

Meanwhile, data from the business registry (OMPIC) indicates a marked increase in company dissolutions, rising from an annual average of around 7,400 before COVID-19 to over 10,000 in 2022-2023. Additionally, a substantial number of companies have been temporarily inactive, as highlighted by a joint study conducted by the Observatory and the World Bank¹ on business dynamics and productivity.

Under these conditions, the performance of this productive fabric experienced a relative post-COVID improvement in terms of value added and job creation, driven by specific sectors such as "administrative and support services" and "transport and storage." Nevertheless, commerce, manufacturing, and construction remain the primary productive sectors, accounting for 72% of active legal entities (ALEs) turnover, 53% of their value added, and nearly half of their total workforce.

An analysis of the productive fabric at the regional level reveals diverse demographic trends. Notably, the Tangier-Tetouan-Al Hoceima region has emerged as a leading region, distinguished by its significant growth in active legal entities (ALEs), as well as impressive increases in both value added and employment.

¹ "Unlocking the Potential of the Moroccan Private Sector: An Analysis of Business Dynamics and Productivity" 2024

On another note, data from this new edition of the Observatory's report reveals persistent gender disparities in the productive sector. In 2023, women comprised no more than one-third of the workforce in ALEs, and only 15% of these enterprises are led by women.

This latest edition of the report underscores these findings and provides detailed insights into various facets of the national productive sector. The data, carry significant public policy implications and highlight the expanding role of the OMT PME in guiding informed decision-making across both public and private sectors. Consequently, the Observatory's data and analyses are attracting increasing interest.

Notably, in 2024, the Ministry of Investment, Convergence, and Evaluation of Public Policies became a member of the Observatory. At the same time, collaboration with key national institutions—such as the Ministry of Economy and Finance and the Economic, Social, and Environmental Council—has been further strengthened. On the international stage, the OMT PME's influence continues to grow with the launch of several cooperative projects involving the World Bank, the OECD, the Alliance for Financial Inclusion, and the International Finance Corporation.

In conclusion, I am truly pleased with the growth of this emerging observatory and extend my heartfelt gratitude to all our partners. Their invaluable support has been instrumental in enabling the OMT PME to fulfill its mission of serving the national economy.

1. ACTIVITY REPORT

- 1.1. Governance bodies
- 1.2. Strategie
- 1.3. Resources

1. Activity report

This activity report covers the Observatory's achievements over the period from the end of 2023 to 2024. It addresses the following areas:

- Governance bodies of the Observatory.
- Strategic plan orientations for 2024-2026.
- Progress report on the 2024-2026 strategic plan.
- Human and Financial resources

1.1. Governance bodies

The Moroccan Micro, Small, and Medium Enterprises Observatory was established by Bank Al-Maghrib in collaboration with its partners from both the public and private sectors (see List of Board Members). The governance structure of the observatory comprises a General Assembly, a Board of Directors and an Executive Director (see Figure 1)

Figure 1 - Governing bodies of the Moroccan Micro, Small, and Medium Enterprises Observatory



The General Assembly: takes decisions on all matters related to the functioning of the Observatory, including electing the Board of Directors and laying down the institution's general orientations.

Additionally, the Observatory updated its statutes and internal regulations, as agreed during the Board of Directors meeting in December 2023. These updates include submitting the Observatory's accounts to the Court of Auditors, reinforcing the code of

ethics, and introducing provisions that allow for offering services—whether paid or free—to third parties.

The Board of Directors holds the requisite authority to ensure the effective operation of the Observatory. This includes approving the Observatory's strategy, annual program, and budget.

Since the creation of the Observatory, its Board of Directors has been chaired by the Wali of Bank Al-Maghrib and is composed of the following founding members:

- The Minister of Industry, Commerce
- The Ministry of Economy, Finance and Reform of Administration, represented by the General Tax Directorate and the Directorate of Financial Studies and Forecasts.
- The Minister of Economic Inclusion, Small Business, Employment, and Skills
- The Minister Delegate to the Head of Government in Charge of Digital Transition and Administrative Reform
- The Secretary General of the High Commission for Planning.
- The Director General of the National Social Security Fund.
- The Director General of the Moroccan Office of Industrial and Commercial Property
- The Director General of Tamwilcom Financing (former Caisse Centrale de Garantie).
- The Director General of Maroc PME.
- The President of the Professional Grouping of Banks of Morocco.
- The President of the General Confederation of Enterprises of Morocco.

The Ministry of Investment joined the Observatory's Board in June 2023. This partnership, driven by shared objectives, is expected to strengthen the Observatory's impact and enrich its informational framework focused on the productive sector.

The Executive Director: undertakes all the measures necessary for the proper day-to-day management of the OMPME. This position has been filled since 2018 by Dr. Amal Idrissi.

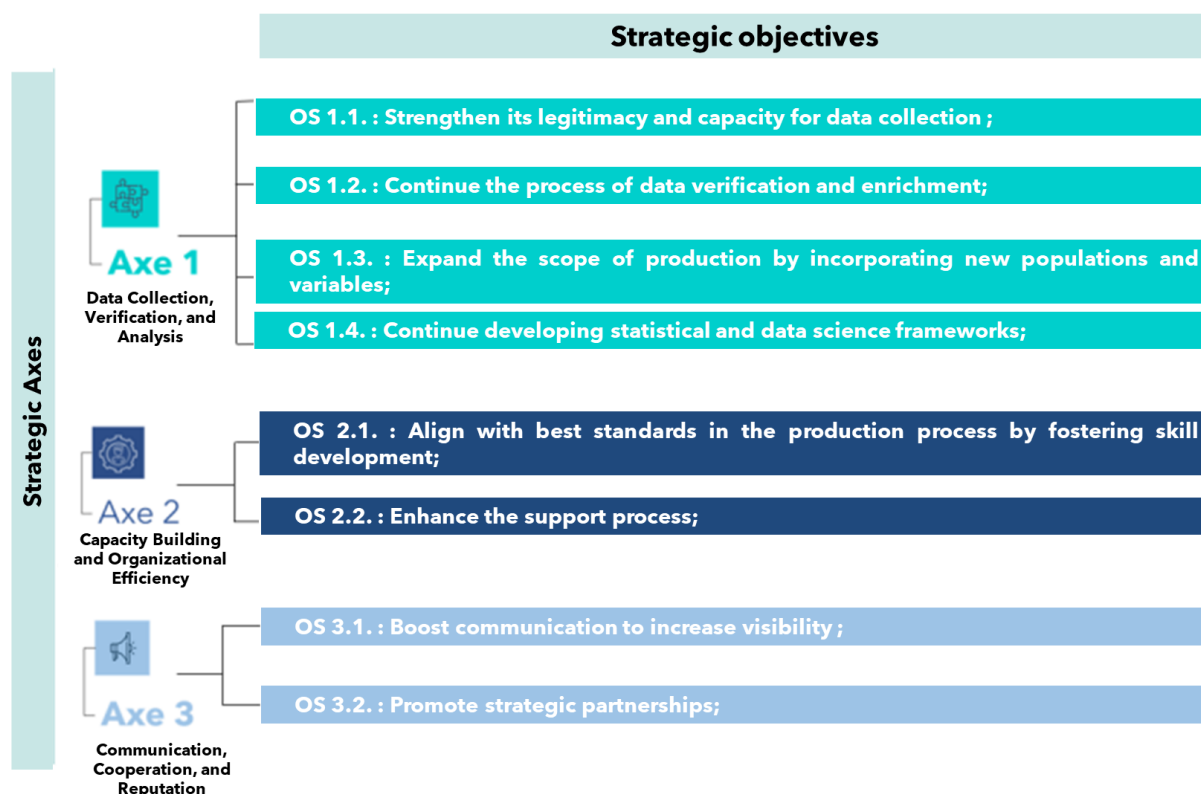
1.2. Strategy

1.2.1 Strategic Plan Orientations 2024 - 2026

During its December 2023 meeting, the Board of Directors approved the strategic plan for 2024-2026. This plan was developed amid significant disruptions in Morocco's economic landscape—triggered by crises such as the COVID pandemic, geopolitical tensions, and climate-related challenges. It also takes into account ambitious public sector reforms, including the New Development Model, the National Financial Inclusion Strategy, and various other development initiatives. The plan is structured around three main axes:

- Data Collection, Validation & Analysis
- Capacity building and organizational Efficiency
- Communication, Cooperation & Reputation

Figure 2- 2024 - 2026 Strategic Plan



1.2.2. Progress Report on the 2024-2026 Strategic Plan

AXIS I: Data Collection, Validation, and Analysis.

O.S1.1.: To Strengthen its legitimacy and capacity for data collection

The Observatory has taken proactive steps to strengthen the legitimacy of its mission. By fostering closer collaboration with key stakeholders—including ministries, public and private organizations, and international partners—it has reinforced its role and secured broader support for its initiatives.

To promote transparency, the Observatory consistently publishes reports that detail its methodologies and findings, thereby enhancing trust among its users. Although it operates under the presidency of Bank Al-Maghrib, it maintains intellectual independence, allowing it to conduct research and analysis free from political or economic influence. This autonomy strengthens its credibility and reinforces its role as a reliable source of economic insights.

Additionally, the Observatory has enhanced its scientific expertise by adopting rigorous methodologies that align with international standards. It has diversified its indicators to more effectively address contemporary challenges, including gender equality and inclusive development. Moreover, awareness initiatives have been launched to educate stakeholders and the public on the critical role of data in shaping policies and guiding decision-making.

Furthermore, the Observatory has demonstrated the tangible impact of its publications by offering insights that directly inform political and economic decisions, thereby solidifying its position as a key player in the analysis of economic dynamics.

Recognizing the need for timely and accessible data to enhance the relevance of its analyses, the Observatory has prioritized reducing the data reception timelines from providers. This approach facilitates a more accurate understanding of market trends, enabling decision-makers to respond swiftly to economic developments, adjust strategies proactively, and anticipate future challenges.

Since its operational launch, the Observatory has strengthened its collaboration with data provider partners to progressively improve data reception timelines. However, certain legal deadlines—such as those for submitting tax declarations or financial statements to OMPIC—remain fixed and non-negotiable due to regulatory requirements. Additionally, delays may occur due to the technical setup needed to process received datasets.

Despite these challenges, gradual improvements have been made in reducing processing times, which is the only aspect where tangible optimizations can be effectively implemented. These efforts have already been applied in previous reports concerning employment data, company creation and dissolution statistics, and access to financing.

This approach has also been extended to the 2024 report, which now includes updated 2023 data on the demographics, value-added (VA), and turnover (CA) of active legal entities (ALEs), further enhancing the accuracy and relevance of the Observatory's analyses.

OS 1.2.: To continue efforts to enhance data reliability and enrichment

To enhance the quality of collected data by using advanced processing techniques

To enhance the quality of collected data, the Observatory continues to integrate advanced processing techniques, including machine learning and web scraping. One of its key achievements has been developing a machine learning algorithm that assigns revenue categories to companies with previously unavailable data. Additionally, significant progress has been made in refining the gender identification algorithm, increasing the identification rate from 76.8% in 2019 to 87.5% in 2023.

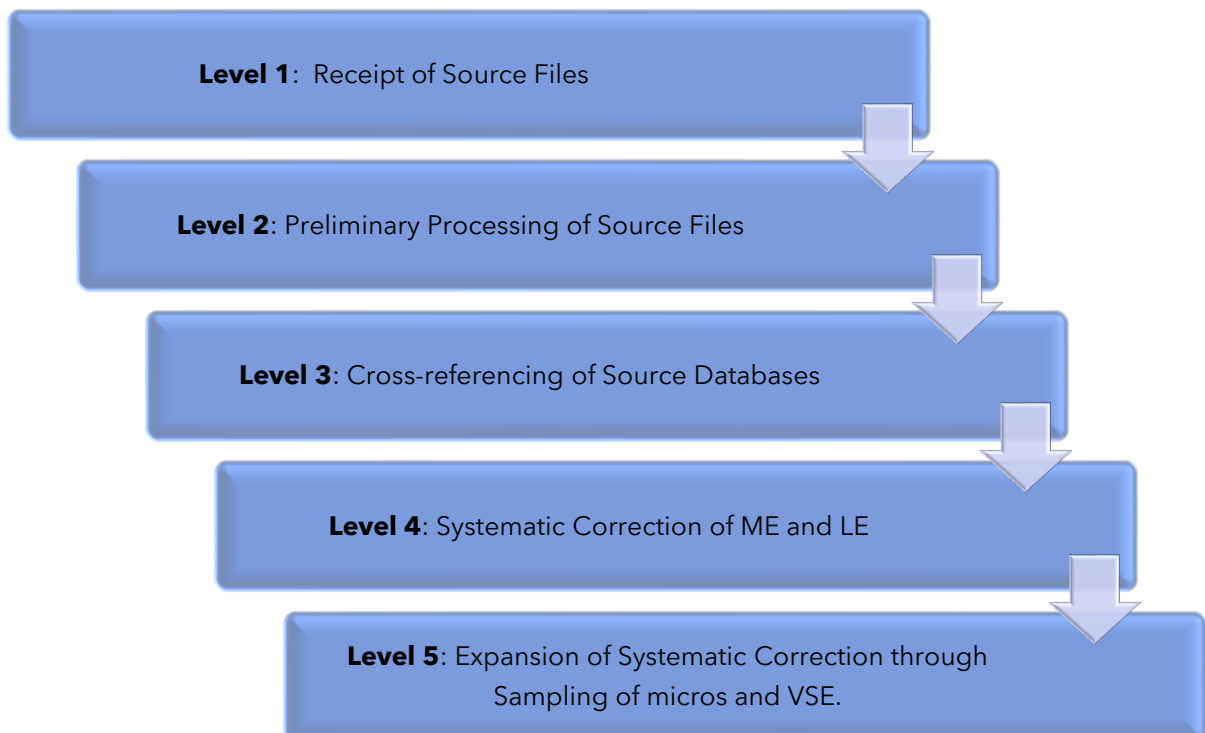
At the same time, the Observatory has leveraged data from the tax administrative (DGI) database (2017–2023) to reconstruct demographic and economic indicator series, an employment series (2016–2023), and a female employment share series (2013–2023) using CNSS data. These initiatives aim to ensure more precise and relevant analyses, further strengthening the value of the Observatory's work.

This year, the Observatory has continued organizing collaborative workshops with its partners, particularly working groups, to refine data collection and processing methods and expand areas of analysis. These exchanges help enhance the effectiveness and relevance of their joint efforts

- **DGI / OMT PME Working Group:** The Division of Studies, Statistics, and Fiscal Forecasting at The General Tax Administration (DGI) assisted the OMT PME in automating templates for the demographic, economic, and financial indicators of (ALEs).

- **OMPIC/OMTPME Working Group:** This group is responsible for managing data on business startups and failures and identifying the gender of company executives based on their first names
- **Bank Al-Maghrib / OMTPE Working Group:** The Observatory team, in collaboration with the Statistics and Data Management Directorate (DSGD) at Bank Al-Maghrib, worked on refining data processing methods of data on access to financing through the Credit Bureau and individual financial information. Simultaneously, the Observatory collaborated with the DSGD on several initiatives, such as improving and refining the sample utilized in Bank AlMaghrib's monthly business survey, leveraging a consolidated database, and enhancing the accuracy of data concerning business identification within its reference directory.
- **CNSS/OMTPME Working Group:** The Observatory collaborated with the CNSS to analyze comprehensive employment data, including detailed breakdowns by gender and salary bands, as well as trends in the female employment rate since 2013.
- **Ministry of Industry and Commerce / OMTPE Working Group:** Representatives from both institutions have continued their collaboration to refine and expand the list of manufacturing companies in the Ministry of Industry and Commerce's directory, leveraging the Observatory's consolidated databases.
- **Maroc PME / OMTPE Working Group:** Several workshops were conducted with the Maroc PME teams to define the scope of data to be shared with OMTPE.

Figure 3 - Data Reliability Process

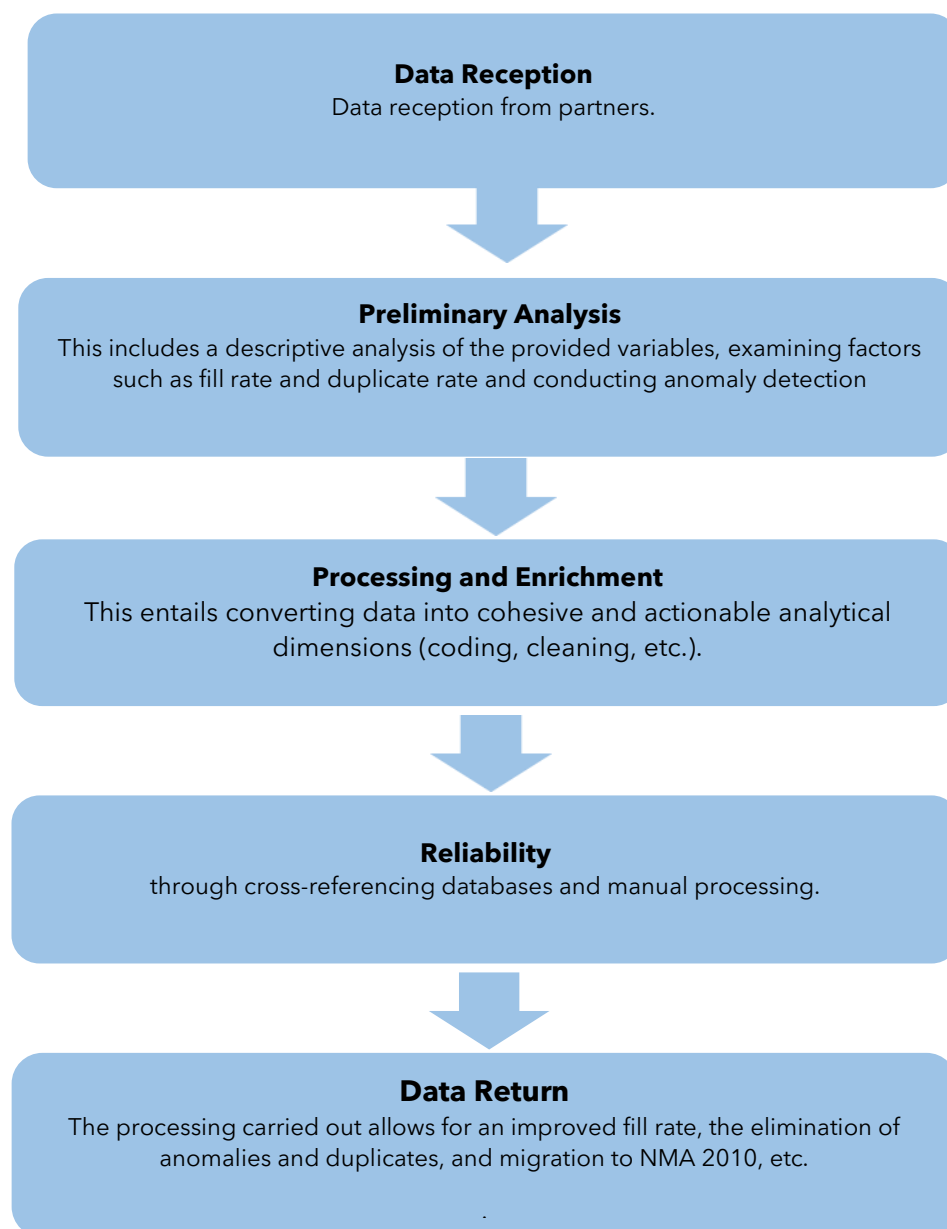


Process of data returning to stakeholders to improve the statistical system's quality

The Observatory introduced a data return mechanism to acknowledge efforts in enhancing data reliability. This process involves receiving raw data, processing and refining it for accuracy, enriching it further, and returning the enhanced data to the respective provider (see Figure 4).

Launched in 2022, this initiative continues in 2024, benefiting key institutions such as Bank Al-Maghrib, the Ministry of Industry and Commerce, the CNSS, and OMPIC. Additionally, an enriched dissolution dataset—analyzed from multiple perspectives—is shared with The General Tax Administration (DGI) to further support data-driven decision-making.

Figure 4 - Process of data delivery back to providers



The program to update Morocco's directory of active formal entities continues

Through ongoing data collection from its partners, the Observatory has compiled an extensive, nearly comprehensive list of active Moroccan companies spanning multiple time periods. An annual program is in place to refresh this directory, ensuring that data remains current and free from obsolescence. This directory offers a wide range of querying and analytical options, facilitating a thorough exploration of the Moroccan entrepreneurial landscape and fostering a deeper understanding of this dynamic ecosystem.

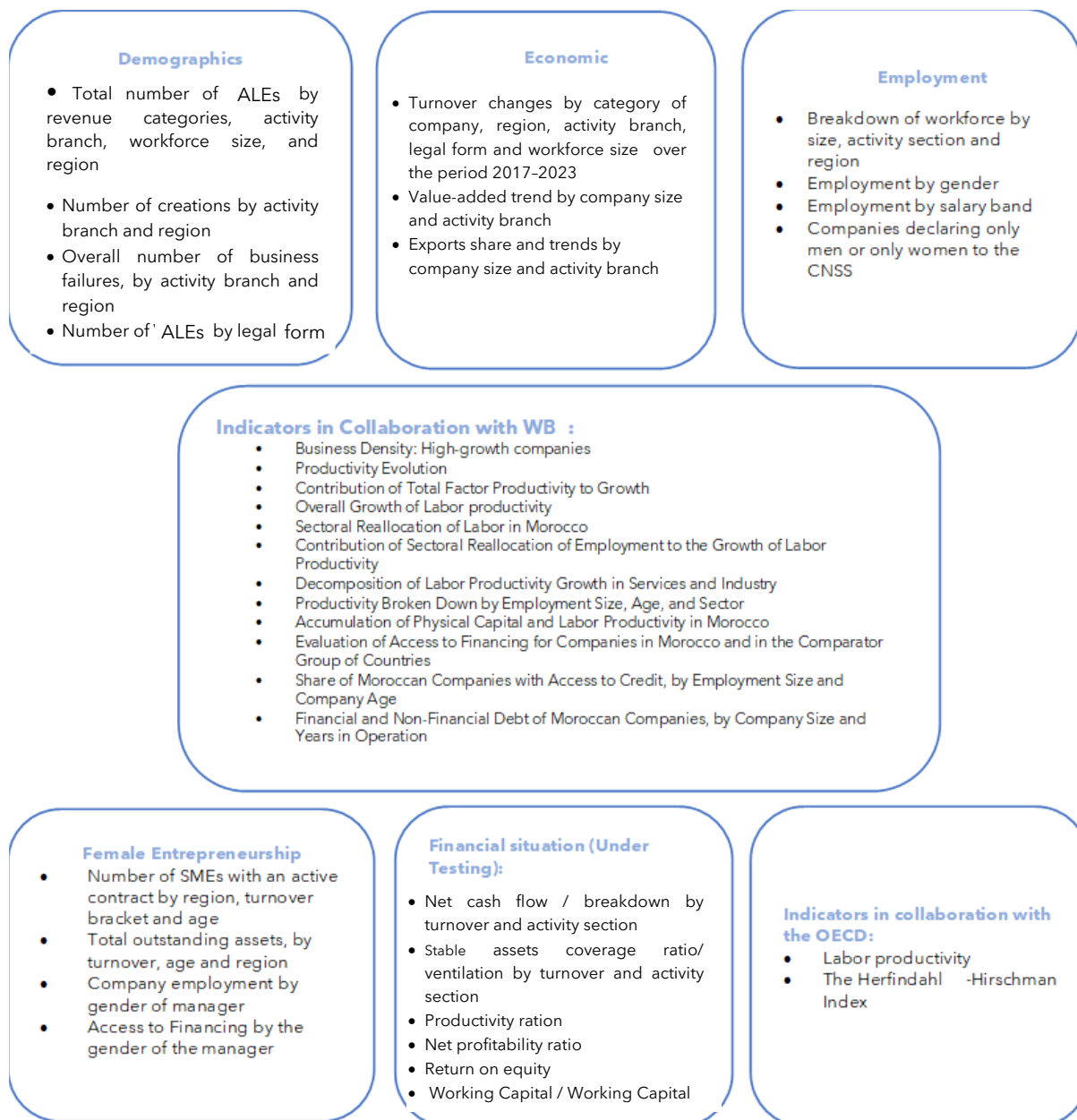
Enhancement of the Observatory's Indicator Catalog

The Observatory has significantly expanded its catalog of indicators through extensive data collection and benchmarking. By working closely with stakeholders, it has refined its indicator framework to ensure greater accuracy and relevance. These advancements have been further bolstered by partnerships with international organizations, enabling the Observatory to adopt global best practices. This approach not only enhances the quality and relevance of its indicators but also fosters international collaboration and knowledge sharing.

In partnership with the OECD under the Desk Maroc project and the World Bank as part of a joint study on private sector dynamics (see collaboration section), the OMT PME has developed new indicators (see Figure 5).

Additionally, the Observatory has broadened its analysis by introducing new classifications for business creation indicators, categorizing them by company type and employee size. This refinement provides deeper insights into entrepreneurial trends and opportunities within economic ecosystem.

Figure 5 - 2024 Indicator category



OS 1.3.: To expand the scope of study

- **Publication of the 5th edition of the 2024 annual report on the 2022-2023 period:**

In December 2024, the Observatory published its fifth annual report covering 2022-2023. This edition incorporates expanded data from 2017 to 2023, offering a more comprehensive analysis of economic and structural changes in Moroccan businesses. By providing a broader historical perspective, the report helps identify key trends and better understand recent developments across sectors, regions, and business types.

- **Publication of the third 2024 edition of the regional reports:**

In 2024, the Observatory released the third edition of its regional reports, covering nine of the Kingdom's twelve regions. The southern regions were excluded pending further data processing to ensure accuracy. These reports provide detailed statistical indicators on each region's economic and demographic profile, delivering valuable insights into local dynamics. They serve as essential tools for decision-makers, supporting regional planning and development initiatives.

- **Publication of the Report on the Productivity Dynamics of Private Enterprises, developed in collaboration with the World Bank.**

This report is the first of its kind to use detailed microeconomic data to examine private sector dynamics. It reflects a growing global focus on the microeconomic factors driving growth—an area that has been less extensively studied in Morocco compared to traditional macroeconomic analyses and surveys.

This report takes a targeted approach by identifying the key factors influencing business performance, laying the groundwork for further analysis to inform policy decisions.

It examines data from 300,000 Moroccan companies spanning 2016 to 2022, drawing on microeconomic sources such as the DGI, CNSS, Bank Al-Maghrib, OMPIC, and the Ministry of Industry and Commerce. While the primary emphasis is on the pre-COVID period (2016-2019), the study focuses on the formal sector due to limited data on the informal sector, thereby highlighting the formal sector's pivotal role in driving growth. The analysis also reveals that although business density has increased, much of this growth is driven by inactive businesses, which exhibit a high exit rate of 7.3%.

Business growth in Morocco remains sluggish, with companies expanding only gradually over time. For instance, firms that have endured for 15 years have seen only modest growth, especially compared to their counterparts in countries like Vietnam. The density of high-growth companies (HGCs) is considerably lower than in similar nations, which, in turn, hampers job creation. Despite ongoing investments, productivity levels remain persistently low. Since 2008, growth in non-agricultural sectors has decelerated, and the manufacturing sector continues to underperform. Notably, from 2016 to 2019, productivity in the formal sector increased by only 2.2%, a rate that falls short of the national average. This weak productivity is largely due to inefficient resource allocation among firms, where the negative impact of inter-company dynamics overshadows the benefits within individual companies. These challenges underscore the urgent need for structural reforms to revitalize the private sector and optimize resource allocation for enhanced job creation.

Collaboration with the World Bank will continue, with a focus on sectoral dynamics, assessing the impacts of targeted public interventions, and analyzing employment characteristics.

AXIS II: To strengthen organizational and operational capacities

OS 2.1.: Aligning with best standards in production processes by fostering skill development.

The Observatory has introduced a comprehensive program dedicated to continuously improving its data processing algorithms. By exploring advanced machine learning and artificial intelligence (AI) techniques, the initiative aims to enhance the accuracy of analyses and streamline production processes. Following international best practices, the Observatory remains at the forefront of the latest developments in data science, machine learning, and AI, while actively nurturing the expertise of its team in these vital fields.

As part of this initiative, the Statistical Analysis Department, represented by its manager, took part in the "Growth Academy 2024," a program co-hosted by the University of Chicago and the World Bank. This program featured sessions led by Nobel laureates, distinguished experts, and World Bank specialists, offering participants valuable insights and strategies to tackle key challenges in economic growth, productivity enhancement, and the shift to sustainable energy.

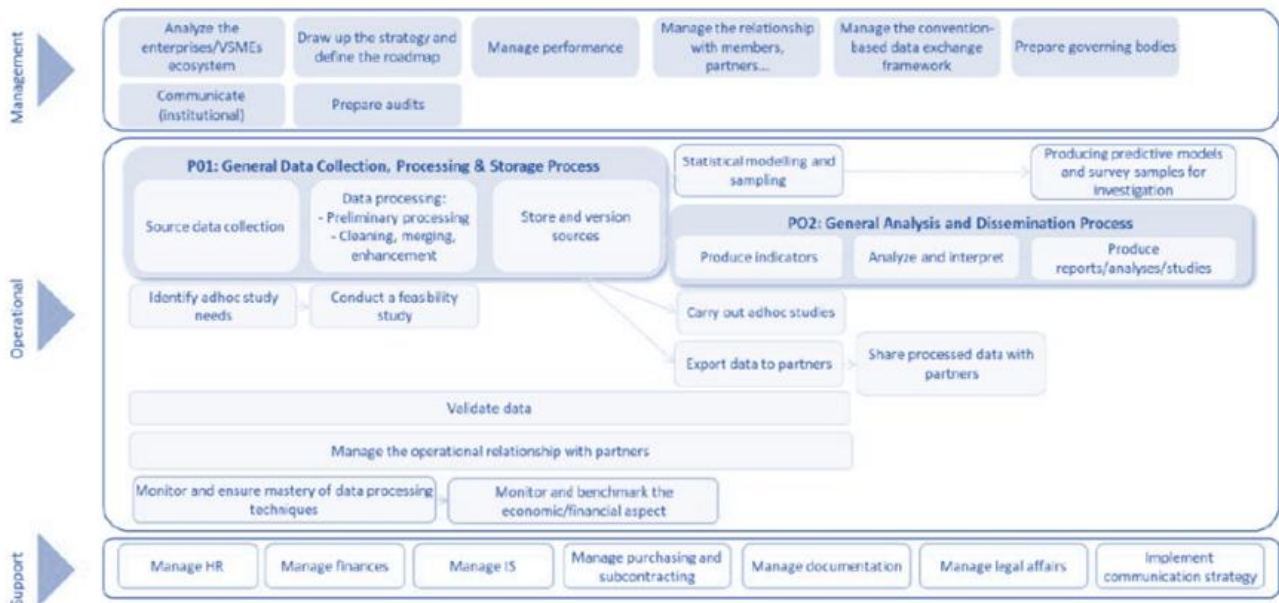
Participants also had the chance to engage in dynamic discussions and network with peers and global experts. The two-week program was split between the University of Chicago for the first week and the World Bank headquarters in Washington, DC, for the second week.

During this period, the data science teams participated in a skills transfer program focusing on advanced productivity models. Conducted by World Bank experts, the training included multiple online sessions followed by a one-week in-person workshop designed to strengthen the skills gained.

To support new recruits, a mentorship system was introduced to help them quickly familiarize themselves with OMTPE's methodologies. This tailored guidance accelerates their integration and understanding of the Observatory's practices.

To further strengthen its organizational and operational capabilities, the Observatory has carefully mapped its business and production processes (see Figure 6 and Methodology). Building on this mapping, the Observatory has continuously updated its internal shared libraries. These libraries compile standardized procedures, methods, and templates that define each step of the processes, serving as reliable frameworks for production. By keeping these resources up to date, the Observatory ensures it can adapt seamlessly to changes in the production cycle, thereby maintaining operational efficiency and consistency.

Figure 6 - Map of the Observatory's processes



OS 2.2.: To Strengthen support processes

The Observatory continuously refines its internal workflows to eliminate inefficiencies that hinder productivity. Streamlining these operations frees up valuable time and resources, enabling a shift toward more strategic initiatives. This approach not only boosts overall efficiency but also supports the achievement of the organization's long-term objectives.

Axis III: Communication and cooperation

OS 3.1.: To Enhance Communication

The Observatory is committed to maintaining a transparent and continuous communication policy, with a strong focus on addressing the growing number of media inquiries. By actively engaging on social media platforms, it regularly shares updated information—including press releases, official statements, and detailed reports—to ensure that both the media and the general public have broad access to its findings and initiatives.

Additionally, the Observatory hosts media events such as press briefings, which provide journalists with opportunities to engage with the institution. This open dialogue not only deepens the understanding of its work but also reinforces its commitment to transparency and clear communication.

Moreover, the Observatory has further strengthened its communication strategy by producing video capsules that highlight the key findings from the regional reports published in April 2024.

OS 3.2.: To promote strategic partnerships

The Observatory has continued its collaborative initiatives with partner institutions at both the national and international levels

⇒ At the national level

Collaboration with Bank Al-Maghrib's departments

The Observatory has collaborated with several departments of Bank Al-Maghrib, including:

- «Banking Supervision Department» Collaborating on topics related to access to financing based on the gender of business leaders.
- «Macroprudential Supervision Department» Providing indicators to refine the financial stability analyses conducted by this department.
- «Payment Systems and Financial Inclusion Supervision Department» Contributing to the development of the second phase of the national financial inclusion strategy.
- «Network and Market Presence Department» Engaging in market presence initiatives to enhance the Observatory's visibility and impact.

Collaboration with the Ministry of Investment to establish the National Investment Observatory.

The Observatory has assisted the Ministry in establishing the National Investment Observatory (ONI)

The Economic, Social, and Environmental Council (ESEC) sought the Observatory's input for its study on the challenges faced by microenterprises (MSMEs) and small and medium-sized enterprises (SMEs).

As part of its study on the challenges facing micro, small, and medium enterprises (MSMEs), the Observatory participated in two hearings organized by the CESE.

During the first hearing, the Observatory outlined its methods for classifying businesses and presented key data on the evolution of micro, small, and very small enterprises from 2018 to 2022. It also offered recommendations to support their growth and modernization, highlighting their critical role in Morocco's economy

Preparation of the employment survey sample for CGEM

As part of a labor market study, the Observatory provided CGEM with a survey sample designed to better understand employment trends. In addition, the Observatory responded to CGEM's requests concerning employment indicators by sharing key results and data on labor dynamics in Morocco. This collaboration aims to support economic development and strengthen the competitiveness of Moroccan businesses.

⇒ [At the international level](#)

Ongoing collaboration with the World Bank.

In October 2024, the OMTPE and the World Bank published a collaborative study on productivity dynamics within Morocco's private sector (see "Publications" section for details). Since December 2023, the Observatory has also contributed to the World Bank's quarterly economic monitoring report. As part of this ongoing partnership, the Observatory participated in a panel discussion at the Faculty of Legal, Economic, and Social Sciences in Ain Chock, Casablanca, where the World Bank presented its report on Morocco's economic outlook, titled: "From Resilience to Shared Prosperity."

Contribution to the OECD's report on Morocco

The second OECD/Morocco Country Program introduced a dedicated office "Morocco Desk" to enhance collaboration between Morocco and OECD member countries. This office closely tracks and assesses Morocco's economic, structural, and social progress. Working alongside the Ministry of Economy and Finance, as well as other partners including the Observatory, the OECD published a comprehensive economic study on Morocco in September 2024.

Ongoing exchange of experiences with members of the Alliance for Financial Inclusion (AFI)

The Observatory lends its expertise to the AFI by actively participating in the Small and Medium Enterprise Finance Working Group (SMEF-WG), where it focuses on data and new technologies. Beyond technical contributions, the Observatory is helping to shape the AFI's 2024-2028 strategic plan, and its work is recognized as a benchmark for member countries, aiding them in addressing data processing and utilization challenges.

To further support these efforts, the Observatory developed a customized learning methodology to assist member countries in improving their data usage. This methodology classifies countries into three categories— "data beginners," "data enabled," and "data aware"—and provides each with tailored guidance appropriate for their level of data maturity. The ultimate objective is to help member countries evolve into "data-driven nations." This approach is currently under review by the AFI.

Contribution to the "WE Finance Code" project with the (IBRD)

The IBRD is collaborating closely with Bank Al-Maghrib on the "WE Finance Code" initiative, which aims to improve financing opportunities for women entrepreneurs in Morocco. This initiative brings together a national coalition of key stakeholders committed to fostering greater access to funding for women-led businesses.

As part of this effort, the IBRD has enlisted the Observatory's expertise to create dynamic dashboards that track female entrepreneurship and financial access trends, disaggregated by the gender of business leaders. These dashboards will be developed using data from the Observatory, in collaboration with other key stakeholders.

Presentation of the OMTPE's production model to the "WFID Champions" Community

WFID (Women's Financial Inclusion Data) is a network of policymakers from 12 countries, represented by financial regulators, established in 2022 as part of a partnership to promote the use of data for advancing women's financial inclusion. Recognizing the Observatory (OMTPE) as a reference model, WFID has highlighted its effectiveness for countries seeking to centralize data from multiple agencies to gain a comprehensive understanding of SMEs—particularly with regard to female entrepreneurship and access to finance.

In this context, WFID invited the Observatory to lead the annual 'WFID Champions' meeting. During the event, the Observatory showcased the progress it has achieved and discussed how its model could be adapted and implemented in other countries.

Workshops with "Harvard Kennedy School" as part of an emerging markets project in collaboration with UM6P and OCP.

The Observatory held several working sessions with Harvard University to discuss key topics such as the labor market, women's economic inclusion, job qualification, business dynamics, and access to finance. The objective was to identify collaborative opportunities that leverage the expertise and insights of both institutions to drive progress in these areas.

Meeting with CGAP as part of its initiative to promote financial inclusion for women

The Observatory collaborated with CGAP teams on a special initiative conducted alongside the Ministry of Economy and Finance and Bank Al-Maghrib to promote women's financial inclusion. Discussions focused on data-driven approaches to uncovering the root causes of the persistent gender gap in financial access in Morocco and developing strategies to address it.

Collaboration with the IFC on women's economic participation.

The IFC invited the Observatory to join a panel on women's economic participation, where it shared insights on the essential role data plays in shaping policies that advance women's inclusion.

Collaboration with the British Chamber of Commerce on strategies to support SMEs as part of the 2024 Finance Bill

The Observatory was invited to join a panel discussion on the 2024 finance bill draft legislation and its proposed measures to support SMEs.

1.3. Resources

1.3.1 Human resources

The Observatory's team of 13 members brings together a diverse range of expertise, including data science, statistics, economic and financial analysis, communication, and administrative and financial management.

Each year, the Observatory has made significant strides in enhancing working conditions, underscoring its commitment to providing an attractive and supportive environment for its employees.

In May 2024, the Observatory took part in the "Careers in Morocco" forum, aiming to diversify its recruitment efforts by appealing to Moroccan professionals from abroad. This initiative reflects the organization's ongoing commitment to enhancing its team with varied perspectives, international experience, and global best practices.

The Observatory provides higher-education students with tailored internship opportunities, allowing them to gain an enriching first professional experience within our institution.

1.3.2 Code of ethics

To align with best practices, the Observatory has introduced a code of ethics that clearly defines the core principles and values expected of its management, staff, and partners, as well as the behaviors that should be avoided. The code places a strong emphasis on respecting professional confidentiality, maintaining discretion, and appropriately identifying and managing potential conflicts of interest according to each individual's role and responsibilities.

In line with these standards, access to and handling of individual data shared by partners is restricted exclusively to the data science team, ensuring data security and privacy. To further foster a collaborative and inclusive environment, all Observatory staff have pledged to uphold and adhere to the code of ethics.

In addition, the Observatory has established an anti-corruption policy and is implementing the necessary tools and measures to manage this risk effectively.

1.3.3 Financial resources

The Observatory's financial resources are made up of the contributions of its founding members.

Furthermore, since 2022, the Observatory's accounts have been submitted to the Court of Auditors, as required by Circular Letter No. D1552-22/DEPP dated 8 September 2022, in accordance with the Head of Government's Circular No. 13-2022 dated 12 July 2022.

2. METHODOLOGY

2.1. Concepts adopted

2.2. Data providers

2. Methodology

This section presents the methodological approaches, definitions and concepts used in this report

2.1. Concepts adopted

The Moroccan Micro, Small, and Medium Enterprises Observatory collaborates closely with stakeholders to establish uniformity and consistency in the statistical terminology used. This harmonization effort aims to standardize information related to VSMEs. As part of this initiative, the Observatory has adopted the following concepts:

- Active Legal Entity (ALEs) refers to a company that has submitted a tax return to the DGI, declared at least one employee to the CNSS, or filed summary statements with the OMPIC during the year under review
- Active Natural Entity (ANE), which is:
 - A company that has filed a tax return with the DGI in one of the last three years
 - or a lump-sum company that has had an interaction² with the DGI during the year under review.
 - or a company having declared at least one employee to the CNSS during the year under review.
- Cylindrical population: This term refers to a population of companies present in the database for two consecutive years. This method is used to mitigate the biases associated with companies entering and exiting the database.
- Company categories:
 - Microenterprises (MICRO) are defined as businesses with an annual turnover not exceeding MAD 3 million.
 - Very Small Enterprises (VSE) are businesses with an annual turnover equal to or greater than MAD 3 million but less than MAD 10 million.
 - Small Enterprises (SE) encompass businesses with an annual turnover of at least MAD 10 million but less than MAD 50 million
 - Medium-sized Enterprises (ME) are companies with a turnover exceeding MAD 50 million but less than MAD 175 million.
 - Large Enterprises (LE) comprise companies with an annual turnover exceeding MAD 175 million.

² Payment, VAT refund, reimbursement of an overpayment by the administration, etc

- Workforce categories
 - Between 1 and 10 employees.
 - Between 11 to 50 employees.
 - Between 51 to 100 employees.
 - Between 101 to 500 employees.
 - More than 500 employees.

- Company age :
 - Less than or equal to 2 years.
 - Above 2 years and below or equal to 5 years.
 - Above or equal to 6 years and below or equal to 10 years.
 - Above or equal to 11 years and below or equal to 20 years.
 - Above 20 years.

- Activity Branch: The Observatory adopted the " 2010 Moroccan Nomenclature of Activities - NMA", established by the HCP (2013), while drawing on the DGI and CNSS migration projects from NMA 99 to NMA 2010

- Geographical breakdown: regions are delineated based on the current administrative divisions in force in Morocco.

- Salary bands:
 - [MAD 1, Minimum wage]
 - [Minimum wage, 4,000]
 - [MAD 4,000, 6,000]
 - [MAD 6,000, 10,000]
 - [MAD 10,000, 20,000]
 - > MAD 20.000

Women's Entrepreneurship Methodology:

1.1. Definitions and Concepts

Drawing on a comparative review of how various countries and organizations define women's entrepreneurship; the Observatory adopted its own definition that takes into account national specificities and the limited availability of gender-disaggregated data.

1.2. Definition Adopted by the Observatory

Drawing on definitions used by national and international organizations—and taking into account the unique characteristics of Moroccan public and organizational databases, along with their inherent constraints (namely the unavailability of information on business leaders' gender and the lack of data on the breakdown of equity ownership by gender);

the Observatory has adopted the following definition:

- **For Legal Entities:** A woman entrepreneur is any woman who manages the company, even if she is not its principal owner.

Throughout this report, "women's entrepreneurship" will refer to women who manage legal-entity companies.

1.3. Methodology Adopted

Indicators from international organizations on women's entrepreneurship in Morocco are typically drawn from surveys conducted on relatively small samples. In contrast, the Observatory's study relies on data covering almost the entire population of formal businesses—a first in Morocco. As of 2023, the database included 427,284 legal-entity companies. Among these, the gender of their managers was identified for 373,835 companies, revealing that 56,533 were managed by women.

To address the limited availability of gender-related information in Moroccan public-sector databases, the Observatory turned to the first names of managers and entrepreneurs as recorded in partner databases.

1.4. Data Sources Used

This study drew on the following data sources:

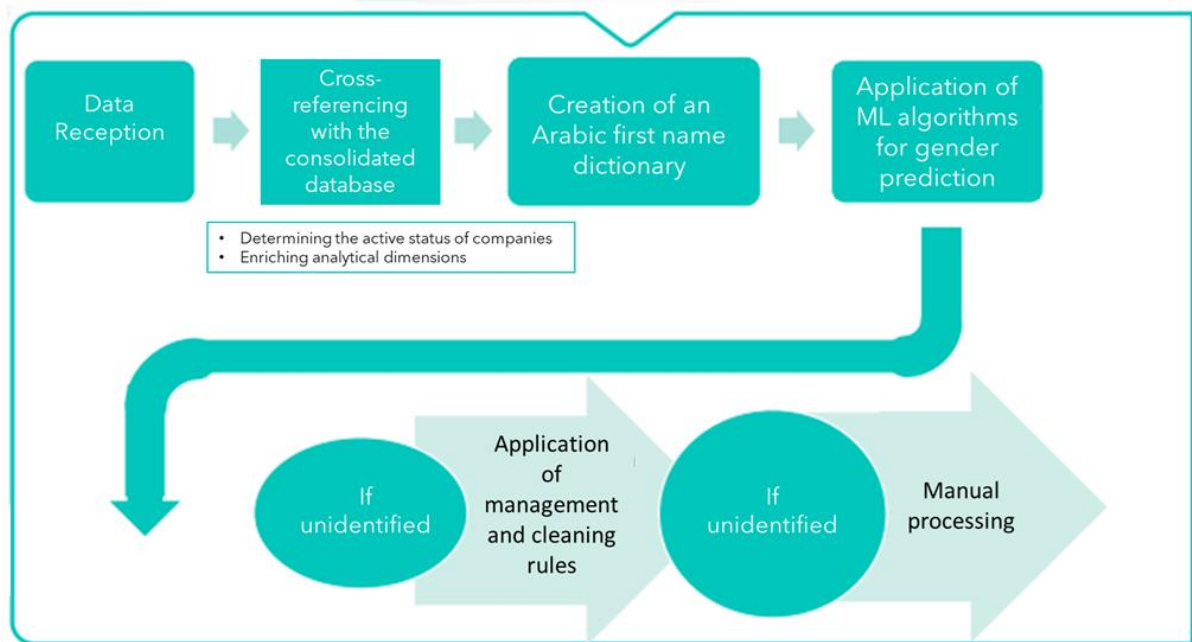
- OMPIC Manager Database: Covers both active and inactive legal-entity companies.
- The Observatory's Consolidated Database: Provides additional analytical insights and determines the active status of companies (using data from CNSS, DGI, and OMPIC).
- Arabic First-Name Dictionary: Compiled by the Observatory from external sources

1.5. Gender Prediction Process for Business Leaders

The Observatory developed and applied machine learning algorithms to predict managers' gender using an Arabic first-name dictionary. Any names not recognized by these algorithms, including unisex names, were then handled manually.

The figure below highlights the gender prediction process for business leaders.

Figure 7 - Process for Predicting the Gender of Business Leaders



2.2. Data providers

The data analyzed in this report originate primarily from public bodies that are affiliated with the Moroccan Micro, Small, and Medium Enterprises Observatory:

2.2.1. Taxe administration Direction Générale des Impôts (DGI)

The General Tax Administration's main mission is to ensure the collection of tax revenues. Each year, it provides the Observatory with a database concerning businesses (legal and natural persons) that have demonstrated signs of activity³ with The General Tax Administration over the past four years. This database includes descriptive details about these entities and individuals, as well as information on their economic activities.

³ Tax result declaration, VAT declaration, request for tax compliance, etc

2.2.2. Moroccan Industrial and Commercial Property Office (OMPIC)

The Moroccan Office for Industrial and Commercial Property (OMPIC) serves as the guardian of industrial property rights (including trademarks, patents, industrial designs, and models) and as the custodian of the Central Register of Commerce (Registre Central du Commerce - RCC) which consolidates and registers all relevant information on both individuals and legal entities engaged in commercial activities or operating within a commercial framework.

The Observatory receives annual databases from the MPIC containing identifying information, turnover data, and activity records of companies as reported to the commercial courts, as well as of companies that underwent early dissolution, along with the first names of their managers.

2.2.3. National Social Security Fund (CNSS)

The Caisse Nationale de Securite Sociale (CNSS) is a public institution tasked with overseeing the compulsory social security system. It provides the Observatory annually with a database comprised of the companies reporting to the CNSS and supplies descriptive data concerning their activities, payroll information, and monthly updates on permanent and ANAPEC-facilitated employment, salary band, and job categories.

2.2.4. Bank Al-Maghrib

Bank Al-Maghrib provides the Observatory with data on the bank loans extended to companies. The information contained in this database is submitted to Bank Al-Maghrib on a monthly basis by the Moroccan credit institutions and includes:

- Identification data of both legal and natural entities.
- Credit data.
- Negative information data.

2.2.5. Ministry of Industry and Commerce

The Ministry of Industry and Commerce is tasked with formulating and executing the government's policies in the fields of industry, commerce, and emerging technologies, within the bounds of the authority granted to other ministerial departments by the laws and regulations in force.

The Ministry's Directorate of Statistics, Studies, Monitoring and Evaluation provides the Observatory with an annual directory containing descriptive information, along with the activity and ecosystem⁴ of industrial companies:

⁴ The MIC uses an internal ecosystem classification developed as part of the 2014-2020 industrial acceleration plan (manufacturing industry, services, offshoring, etc.).

3. COMPANY DEMOGRAPHICS

- 3.1. Basic characteristics of active legal entities
- 3.2. Creations and dissolutions of legal entities

3. Company Demographics

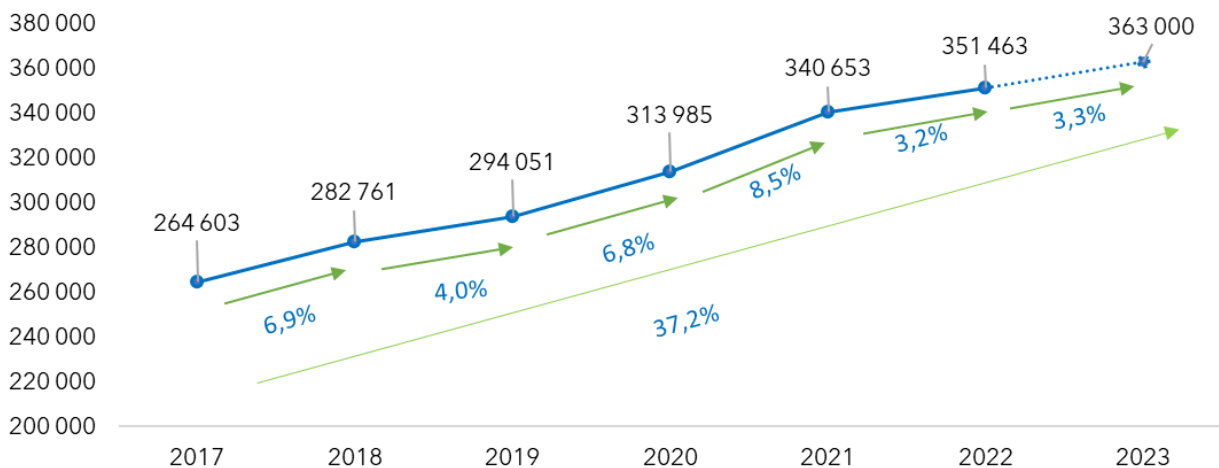
3.1. Characteristics of active legal entities (ALEs)

The objective of this section is to provide the demographic indicators of the population of Active Legal Entities (ALEs) as well as their categorization by size, region, activity branch, legal form, and employee class for the period from 2017 to 2023⁵. It also provides a comparison of the evolution of these data between the post-COVID-19 period and the pre-COVID period.

The data used in this section are sourced from the DGI's database for the entire period. These figures may slightly differ from those in previous reports, which were based on consolidated data communicated not only by the DGI but also by Bank Al-Maghrib, the CNSS, the Ministry of Industry and Commerce, and OMPIC.

The number of Moroccan firms increased by an average of 6% between 2017 and 2021, followed by an approximate increase of 3.3% in 2022 and 2023.

Graph 1 - Evolution of the Number of legal entities



Source: Based on data provided by The General Tax Administration (DGI).

The structure of the productive fabric for Active Legal Entities (ALEs) remained largely stable during the post-COVID-19 period

The structure of the productive fabric has remained generally stable in the post-COVID-19 period. In particular, the share of microenterprises saw a higher rate of growth in 2020 and 2021. By 2023, their share had stabilized at around 86.7%.

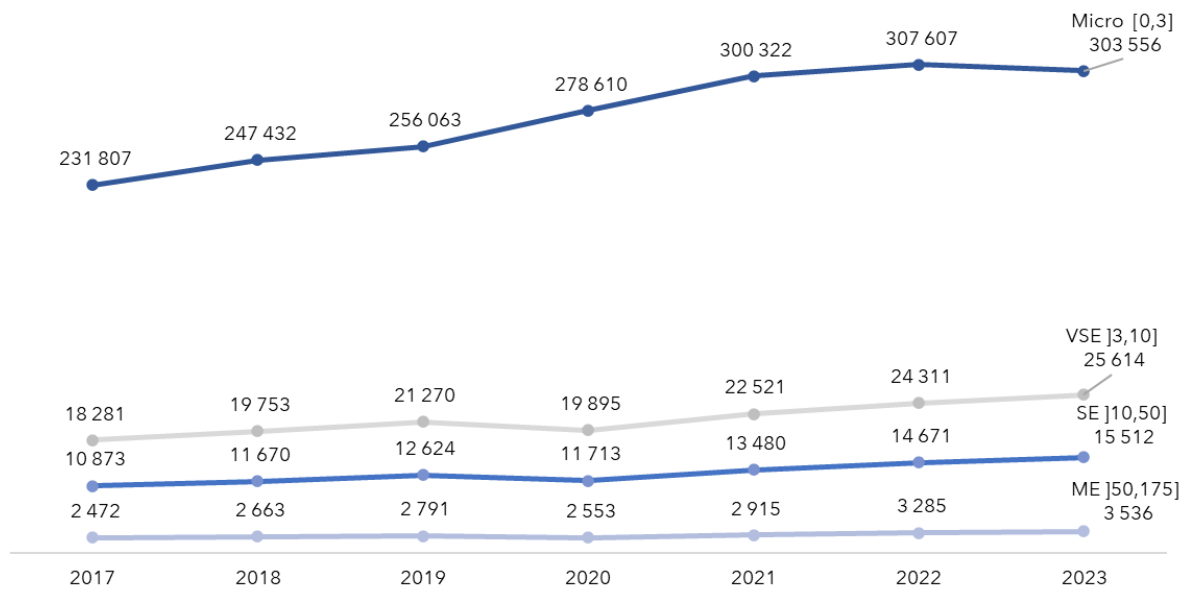
⁵ The results for the 2023 fiscal year are provisional.

Table 1 - ALEs by categories

Company category	2017		2018		2019		2020		2021		2022		2023	
	In numbers	Shar es in %	In numbers	Shar es in %	In numbers	Shar es in %	In numbers	Shar es in %	In numbers	Shar es in %	In numbers	Shar es in %	In numbers	Shar es in %
Micro [0,3]	231 807	87,6	247 432	87,5	256 063	87,1	278 610	88,7	300 322	88,2	307 607	87,5	303 556	86,7
[0 , 1]	205 156	77,5	219 008	77,5	225 738	76,8	249 364	79,4	268 543	78,8	272 645	77,6	267 235	76,4
]1 , 3]	26 651	10,1	28 424	10,1	30 325	10,3	29 246	9,3	31 779	9,3	34 962	9,9	36 321	10,4
VSE]3,10]	18 281	6,9	19 753	7,0	21 270	7,2	19 895	6,3	22 521	6,6	24 311	6,9	25 614	7,3
SE]10,50]	10 873	4,1	11 670	4,1	12 624	4,3	11 713	3,7	13 480	4,0	14 671	4,2	15 512	4,4
ME]50,175]	2 472	0,9	2 663	0,9	2 791	0,9	2 553	0,8	2 915	0,9	3 285	0,9	3 536	1,0
LE > 175	1 170	0,4	1 243	0,4	1 303	0,4	1 214	0,4	1 415	0,4	1 589	0,5	1 751	0,5
Total	264 603	100	282 761	100	294 051	100	313 985	100	340 653	100	351 463	100	349 969	100

Source: Based on data provided by The General Tax Administration (DGI).

Graph 2 - Annual evolution of ALEs by Category from 2017 to 2023



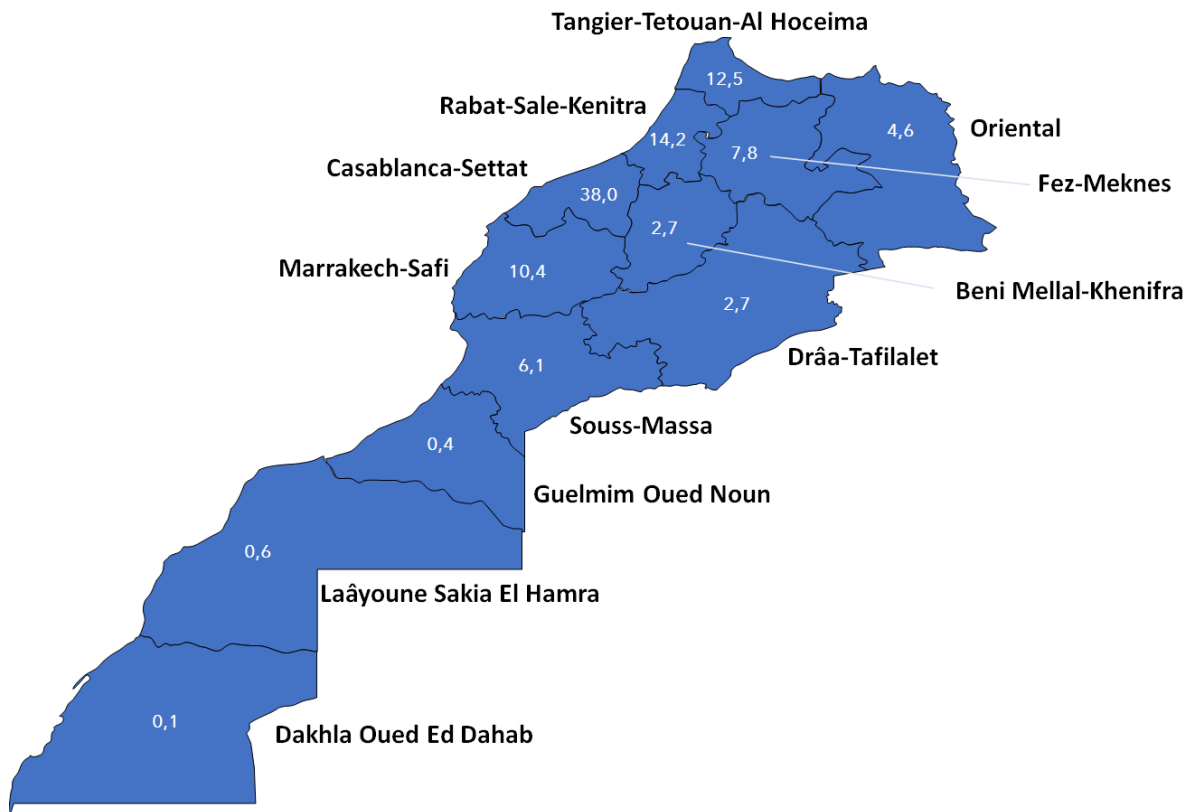
Source: Based on data provided by The General Tax Administration (DGI).

The analysis of the regional concentration of Active Legal Entities (ALEs) from 2017 to 2023 reveals a faster growth of business establishments in the Tangier-Tetouan-Al Hoceima region.

Between 2017 and 2023, the regional distribution of Active Legal Entities (ALEs) reveals a slight economic shift toward the northern region of the country. During this period, the northern region's share of ALEs grew from 11.2% to 12.5%, reflecting its GDP growth, which averaged 4.9% annually higher than the national average of 4%.

Meanwhile, the Casablanca-Settat region, with a GDP growth rate of 4.4%, saw its ALE share drop from nearly 40% in 2017 to 38% in 2023.

Graph 3 - Regional distribution of ALEs in 2023 - in %



Source: Based on data provided by The General Tax Administration (DGI).

Table 2 - Regional distribution of ALEs

Regions	2017		2018		2019		2020		2021		2022		2023	
	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %
Casablanca-Settat	104 926	39,7	110 737	39,2	113 974	38,8	119 845	38,2	128 182	37,6	132 159	37,6	132 857	38,0
Rabat-Sale-Kénitra	39 270	14,8	41 901	14,8	43 218	14,7	46 026	14,7	49 869	14,6	50 948	14,5	49 816	14,2
Tangier-Tetouan-Al Hoceima	29 527	11,2	32 497	11,5	34 460	11,7	37 505	11,9	41 263	12,1	43 308	12,3	43 653	12,5
Marrakech-Safi	26 457	10,0	28 292	10,0	29 471	10,0	31 535	10,0	34 775	10,2	36 097	10,3	36 416	10,4
Fez-Meknes	21 079	8,0	22 539	8,0	23 490	8,0	25 129	8,0	27 179	8,0	27 781	7,9	27 344	7,8
Souss-Massa	15 850	6,0	16 974	6,0	17 743	6,0	19 259	6,1	21 105	6,2	21 715	6,2	21 358	6,1
Oriental	11 584	4,4	12 376	4,4	12 919	4,4	14 096	4,5	15 580	4,6	16 205	4,6	16 112	4,6
Beni Mellal-Khenifra	7 083	2,7	7 570	2,7	7 863	2,7	8 511	2,7	9 389	2,8	9 722	2,8	9 342	2,7
Drâa-Tafilalet	6 462	2,4	6 926	2,4	7 399	2,5	8 187	2,6	8 986	2,6	9 332	2,7	9 326	2,7
Southern Regions	2 365	0,9	2 949	1,0	3 514	1,2	3 892	1,2	4 325	1,3	4 196	1,2	3 745	1,1
Total	264 603	100	282 761	100	294 051	100	313 985	100	340 653	100	351 463	100	349 969	100

Source: Based on data provided by The General Tax Administration (DGI).

The share of Active Legal Entities (ALEs) in the secondary sector decreased from 32% to 30.2%, while the tertiary sector saw a corresponding increase

An analysis of the sectoral distribution of Active Legal Entities (ALEs) from 2017 to 2023 reveals a decrease in the share of two leading sectors—"commerce; repair of motor vehicles and motorcycles" and "construction"—while the transport sector grew, and the manufacturing sector remained stable.

The "commerce; repair of motor vehicles and motorcycles" sector, which continues to be the largest, saw its share decline from 30% in 2017 to 28.8% in 2023.

The "construction" sector, where nearly 64% of ALEs are concentrated in the "specialized construction activities" branch, maintained its rank as the second-largest sector, but its share dropped from 24.4% in 2017 to 22.8% in 2023. Meanwhile, the "Transportation and warehousing" sector, with 88,5% of its ALEs belonging to the "land transport and pipeline transport" branch, saw an increase in its share, rising from 6.3% in 2017 to 7.8% in 2023.

Table 3 - ALEs by activity branch

Activity branch	2017		2018		2019		2020		2021		2022		2023	
	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %	In numbers	Shares %
Commerce; automotive and motorcycle repair	79 281	30	84 566	29,9	87 472	29,7	93 312	29,7	100 328	29,5	102 476	29,2	100 708	28,8
Construction	64 528	24,4	68 062	24,1	69 552	23,7	73 146	23,3	78 394	23	80 213	22,8	79 843	22,8
Specialized, scientific, and technical activities	25 694	9,7	27 559	9,7	28 728	9,8	30 150	9,6	32 471	9,5	33 794	9,6	33 757	9,6
Transport and warehousing	16 670	6,3	18 179	6,4	19 584	6,7	23 028	7,3	26 831	7,9	27 345	7,8	26 590	7,6
Manufacturing industry	17 540	6,6	18 425	6,5	19 007	6,5	20 358	6,5	22 032	6,5	22 766	6,5	22 732	6,5
Administrative and support service activities	14 815	5,6	16 323	5,8	17 569	6	18 686	6	19 923	5,8	20 525	5,8	20 665	5,9
Accommodation and catering services	12 680	4,8	13 835	4,9	14 660	5	15 668	5	17 141	5	17 990	5,1	17 775	5,1
Real Estate activities	7 727	2,9	8 102	2,9	8 334	2,8	8 517	2,7	8 933	2,6	9 375	2,7	9 840	2,8
Financial and insurance activities	5 391	2	5 982	2,1	6 290	2,1	6 651	2,1	7 206	2,1	7 667	2,2	7 889	2,3
Education	5 297	2	5 731	2	6 036	2,1	6 334	2	6 957	2	7 427	2,1	7 318	2,1
Information and communication	4 359	1,6	4 680	1,7	4 913	1,7	5 306	1,7	6 068	1,8	6 680	1,9	7 179	2,1
Other service activities	3 118	1,2	3 336	1,2	3 548	1,2	3 910	1,2	4 473	1,3	4 823	1,4	4 835	1,4
Human health and social action	1 689	0,6	1 868	0,7	2 039	0,7	2 248	0,7	2 679	0,8	2 948	0,8	3 117	0,9
Arts, entertainment, and recreation	1 699	0,6	1 828	0,6	1 956	0,7	2 120	0,7	2 382	0,7	2 496	0,7	2 657	0,8
Extractive Industries	1 541	0,6	1 623	0,6	1 683	0,6	1 742	0,6	1 839	0,5	1 884	0,5	1 882	0,5
Agriculture, forestry, and fishing	850	0,3	935	0,3	983	0,3	1 142	0,4	1 288	0,4	1 401	0,4	1 523	0,4
Others	1 724	0,7	1 727	0,6	1 697	0,6	1 667	0,5	1 708	0,5	1 653	0,5	1 659	0,5
Total	264 603	100	282 761	100	294 051	100	313 985	100	340 653	100	351 463	100	349 969	100

Source: Based on data provided by The General Tax Administration (DGI).

Table 4 - Distribution of ALEs by sector (secondary and tertiary)

Activity branch	2017	2018	2019	2020	2021	2022	2023	2023-2017
Secondary	32	31,6	31,1	30,7	30,4	30,2	30,2	-1,8
Construction	24,5	24,2	23,7	23,4	23,1	22,9	22,9	-1,6
Manufacturing industry	6,7	6,5	6,5	6,5	6,5	6,5	6,5	-0,1
Extractive Industries	0,6	0,6	0,6	0,6	0,5	0,5	0,5	0
Water production and distribution sanitation, waste management, and decontamination.	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0
Electricity, gas and conditioned air production and distribution	0,2	0,2	0,2	0,2	0,2	0,1	0,1	0
Tertiary	68	68,4	68,9	69,3	69,6	69,8	69,8	1,8
Commerce; automotive and motorcycle repair	30,1	30	29,8	29,8	29,6	29,3	28,9	-1,2
Specialized, scientific and technical activities	9,7	9,8	9,8	9,6	9,6	9,7	9,7	-0,1
Transport and warehousing	6,3	6,5	6,7	7,4	7,9	7,8	7,6	1,3
Administrative and support service activities	5,6	5,8	6	6	5,9	5,9	5,9	0,3
Accommodation and catering	4,8	4,9	5	5	5,1	5,1	5,1	0,3
Real estate activities	2,9	2,9	2,8	2,7	2,6	2,7	2,8	-0,1
Financial and insurance activities	2	2,1	2,1	2,1	2,1	2,2	2,3	0,2
Information and communication	1,7	1,7	1,7	1,7	1,8	1,9	2,1	0,4
Other service activities	1,2	1,2	1,2	1,2	1,3	1,4	1,4	0,2
Others	3,7	3,7	3,7	3,7	3,8	3,9	4	0,3
Total	100	100	100	100	100	100	100	

Source: Based on data provided by The General Tax Administration (DGI).

Although the limited liability company (LLC) remains the most prevalent legal form among ALEs, its share dropped significantly—by 16 points—between 2017 and 2023, as the limited liability company with a sole proprietor (LLC-SP) gained ground.

An analysis of ALEs by legal form from 2017 to 2023 shows that the limited liability company (LLC) remains the dominant structure, though its share has steadily declined from 70.2% in 2017 to 54.1% in 2023. Meanwhile, the limited liability company with a sole proprietor (LLC-SP) has grown rapidly, rising from 22.1% to 40.5% during the same period, indicating a clear shift toward this more flexible structure.

The share of public limited companies (PLCs) has decreased slightly, dropping from 3.5% to 2.3%, signaling a continued decline in the popularity of this legal form among newly established companies.

Table 5 - ALEs by legal form

Legal Form	2017		2018		2019		2020		2021		2022		2023	
	In numbers	Share s in (%)	In numbers	Share s in (%)	In numbers	Share s in (%)	In numbers	Share s in (%)	In numbers	Share s in (%)	In numbers	Share s in (%)	In numbers	Share s in (%)
Limited liability company -LLC	185 731	70,2	189 767	67,1	189 200	64,3	192 844	61,4	198 627	58,3	197 273	56,1	189 315	54,1
Limited liability company-Sole partner	58 441	22,1	72 307	25,6	84 429	28,7	101 127	32,2	122 228	35,9	134 528	38,3	141 593	40,5
Public limited company	9 174	3,5	9 095	3,2	8 884	3,0	8 745	2,8	8 609	2,5	8 379	2,4	8 118	2,3
Others	11 257	4,3	11 592	4,1	11 538	3,9	11 269	3,6	11 189	3,3	11 283	3,2	10 943	3,1
Total	264 603	100	282 761	100	294 051	100	313 985	100	340 653	100	351 463	100	349 969	100

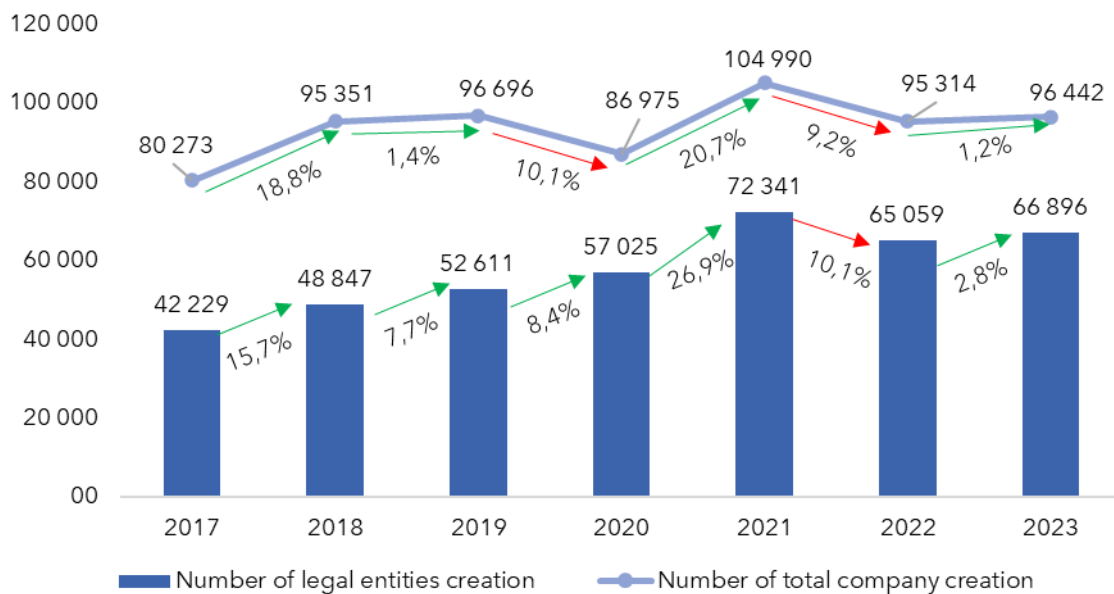
Source: Based on data provided by The General Tax Administration (DGI).

3.2. Creations and dissolutions of legal entities

The rate of new business creation declined after reaching its peak in 2021.

From 2017 to 2023, the number of new legal entities and sole proprietorships grew from 80,273 to 96,442, reflecting a 20% increase. The peak occurred in 2021, with 104,990 new businesses, likely due to the postponement of projects originally planned for 2020.

Graph 4 - Annual evolution of ALE and ANE creations between 2017 and 2023



Source: Based on consolidated data provided by The General Tax Administration (DGI) and OMPIC.

Box 1. Morocco's Position in Business Creation under the LLC Legal Form

Compared to its structural peers in North Africa, such as Algeria, Tunisia, and Egypt, Morocco has consistently demonstrated strong performance in business creation. In 2021, Morocco peaked at 72,010 new businesses, far exceeding Algeria's stable range of 16,000-17,000 and Tunisia's more modest 12,000-14,000 annual average. While Egypt experienced notable growth starting in 2020 and reached 19,286 new businesses in 2021, Morocco's position remains a testament to its ongoing commitment to fostering entrepreneurship. Even with a slowdown in 2022, when the number of new businesses fell to 63,229, Morocco continues to outperform its regional counterparts.

However, Morocco lags behind aspirational peers such as Vietnam and Colombia. India recorded 173,114 business creations in 2022, while Vietnam rebounded to 122,487 after a dip in 2021, showcasing significantly stronger growth dynamics. Similarly, Colombia saw a 20.3% increase in business creation between 2016 and 2022, rising from 67,997 to 81,834 new businesses, surpassing Morocco. These comparisons highlight Morocco's untapped growth potential and emphasize the need for strengthened policies to support

entrepreneurship and foster a more favorable environment for business creation, allowing it to compete more effectively with emerging economies

Table - Evolution of the number of newly created businesses

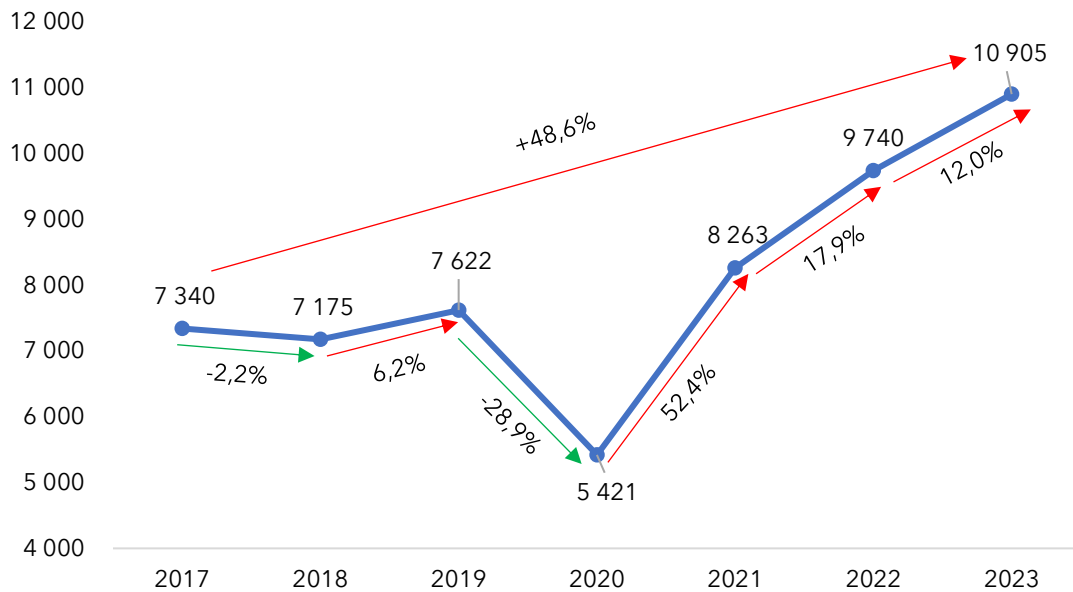
Benchmark des pays	2016	2017	2018	2019	2020	2021	2022
Vietnam	87 346	102 447	106 931	111 338	111 477	94 243	122 487
Colombie	67 997	66 412	67 560	73 665	68 491	78 400	81 834
Morocco	39 253	40 245	45 680	50 193	54 728	72 010	63 229
Égypte	4 413	5 387	10 411	13 570	14 337	19 286	18 587
Algérie	14 816	16 683	15 708	14 401	13 981	16 926	17 867
Tunisie	12 176	11 781	12 977	12 368	12 263	14 130	13 615
Albanie	2 679	2 983	2 990	2 998	2 757	3 296	3 365
Bosnie-Herzégovine	2 814	2 433	2 493	2 547	2 229	2 961	3 195

Source: World Bank (WB).

The number of dissolutions of legal entities surged in the post-COVID-19 years, reaching a peak of 10.905 in 2023.

After growing at an average annual rate of nearly 2% between 2017 and 2019, the number of company dissolutions sharply rose by 32% from 2021 to 2023. The notable decline in 2020 was due to court closures during the COVID-19 pandemic.

Graph 5 - Legal entity dissolution trends



Source: OMPIC barometer.

Box 2. Dissolution, deregistration and business failure in Morocco

- Company dissolution in Morocco is regulated by various legal provisions, including Law No. 17-95 on public limited companies (PLCs) and Law No. 5-96 on general partnerships, limited partnerships, partnerships limited by shares, limited liability companies, and joint ventures. These laws establish the formal procedures for dissolving a company.
- De-registration, on the other hand, refers to the removal of a company or commercial entity from the official company or commercial register. This process effectively terminates the company's legal status, marking the end of its formal existence.
- Business insolvency procedures are governed by well-defined legal frameworks, such as Law No. 22-20 on the judicial reorganization of companies facing economic difficulties and Law No. 73-17 concerning the liquidation of assets of struggling firms. A company in default is one that finds itself in severe financial distress, unable to meet its obligations to creditors, including suppliers, employees, financial institutions, and tax authorities. These laws play a critical role in handling these sensitive circumstances while protecting the interests of all stakeholders involved.

In this report, the Observatory focuses on early dissolution, a choice driven by the availability and reliability of the data

Box 3. Business Creation via Electronic Platforms

In March 2024, the government council approved Decree No. 2.22.92, which sets forth the procedures and requirements for electronic business creation and ongoing support. Long anticipated by professionals since 2020, this decree is now being gradually implemented, representing a significant step forward in streamlining and modernizing the business registration process.

The decree establishes an electronic platform operated by OMPIC, accessible at <https://www.directentreprise.ma/>. This platform enables entrepreneurs to handle all administrative procedures online, including contracts, declarations, and decisions.

Furthermore, Decree No. 2.22.92 introduces support measures for businesses at every stage of their development. These include advisory and guidance services to help entrepreneurs successfully navigate the process of starting and growing their ventures. The ultimate objective is to foster a business-friendly environment that encourages innovation and economic growth by equipping companies with the tools and resources they need to thrive.

The project Decree No. 2.22.92 forms part of the implementation of Law No. 88-17, which is focused on improving Morocco's investment climate and strengthening the competitiveness of its businesses. By streamlining electronic business creation and providing structured support, the decree aims to attract greater investment and foster national economic growth.

The following analysis focuses on the population of legal entities

Nearly 99% of ALEs created between 2017 and 2023 are microenterprises

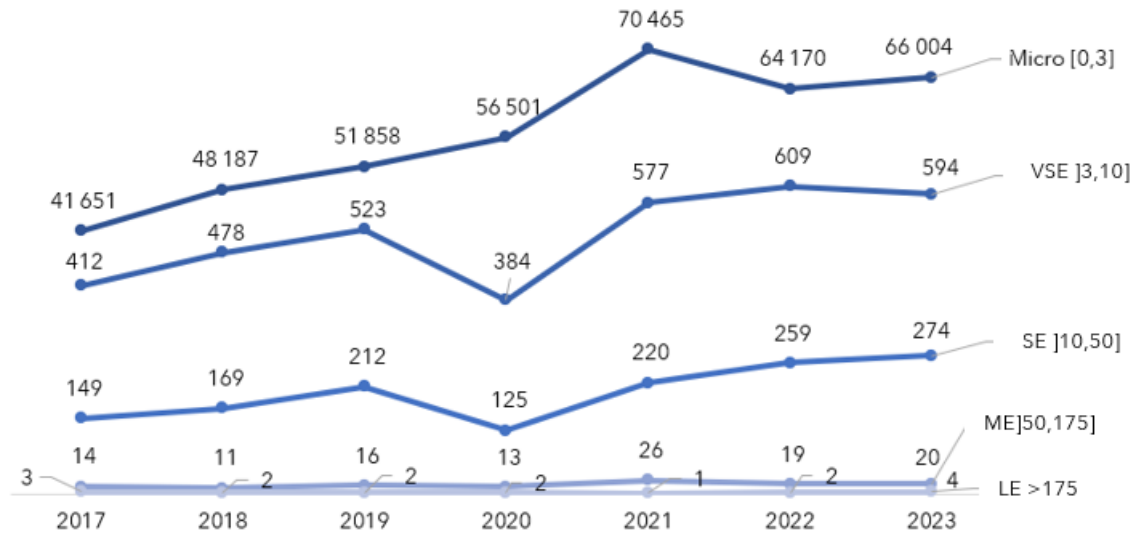
An analysis of business creations by size over this period reveals that microenterprises continue to grow, although at a slower pace in the post-COVID-19 period. Each year, microenterprises account for roughly 99% of all new business creations. Very small enterprises (VSEs) make up between 0.7% and 1% of total creations, while small enterprises (SEs) represent just 0.2% to 0.4%. Medium enterprises (MEs) and large enterprises (LEs) remain a small fraction, together accounting for less than 0.05% of new creations.

Table 6 - Legal entity creations- by company category

company category	2017		2018		2019		2020		2021		2022		2023	
	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %
Micro [0,3]	41 651	98,6	48 187	98,6	51 858	98,6	56 501	99,1	70 465	98,8	64 170	98,6	66 004	98,7
[0,1]	40 847	96,7	47 263	96,8	50 798	96,6	55 720	97,7	69 223	97,1	63 049	96,9	64 762	96,8
]1,3]	804	1,9	924	1,9	1 060	2,0	781	1,4	1 242	1,7	1 121	1,7	1 242	1,9
VSE]3,10]	412	1,0	478	1,0	523	1,0	384	0,7	577	0,8	609	0,9	594	0,9
SE]10,50]	149	0,4	169	0,3	212	0,4	125	0,2	220	0,3	259	0,4	274	0,4
ME]50,175]	14	0,03	11	0,02	16	0,03	13	0,02	26	0,04	19	0,03	20	0,03
LE > 175	3	0,01	2	0,004	2	0,004	2	0,004	1	0,001	2	0,003	4	0,01
Total	42 229	100	48 847	100	52 611	100	57 025	100	71 289	100	65 059	100	66 896	100

Source: Based on data provided by The General Tax Administration (DGI).

Graph 6 - Evolution of ALE Creations by company category (2017-2023)

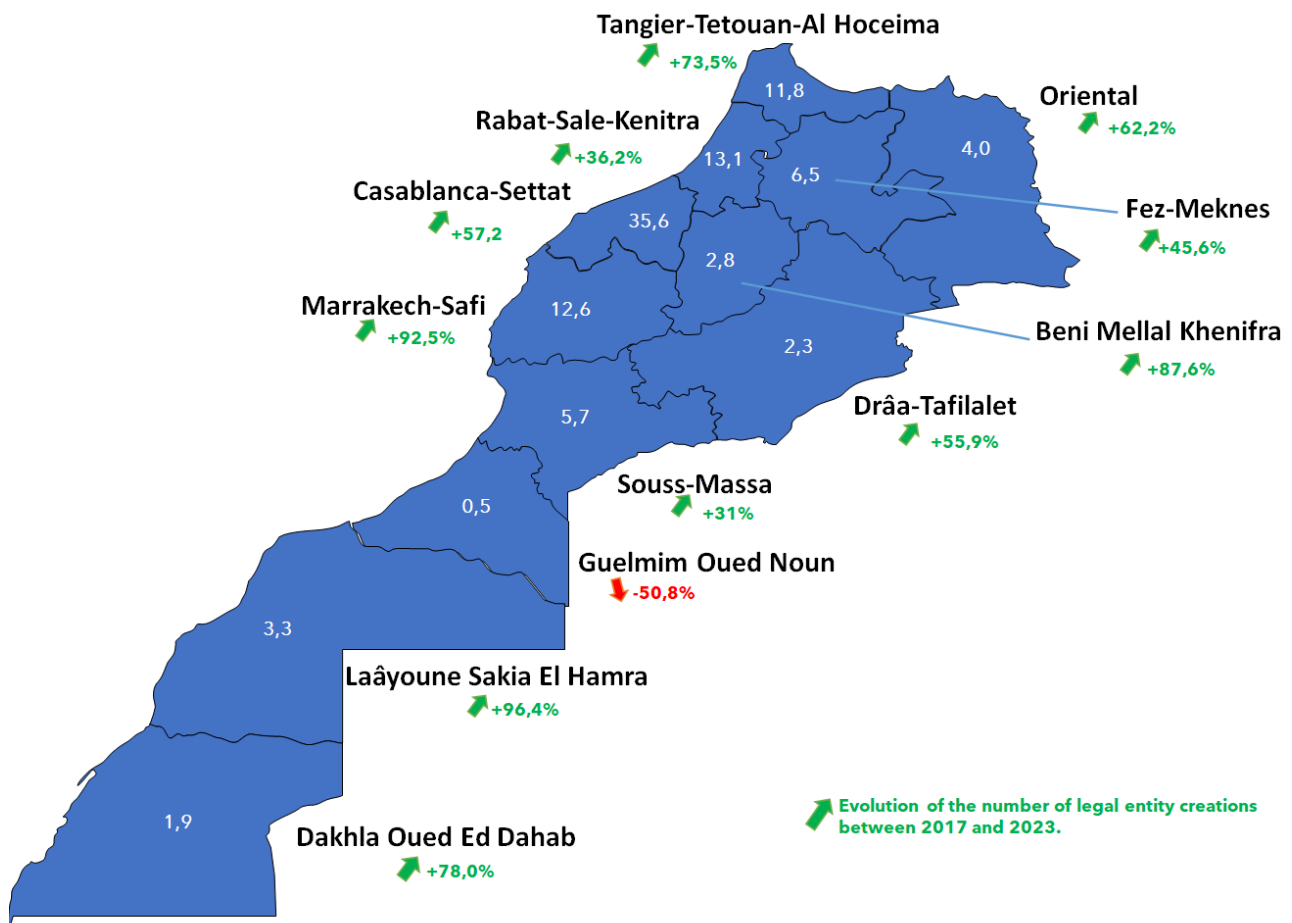


Source: Based on data provided by The General Tax Administration (DGI).

The analysis of regional business creation trends for Active Legal Entities (ALEs) from 2017 to 2023 shows that establishments in the Tangier-Tetouan-Al Hoceima region have grown at a faster pace than other regions.

Further analysis reveals that the share of business creations in Casablanca-Settat remained stable, averaging 34.7% over the period. In contrast, Rabat-Sale-Kenitra share declined from 15.1% to 13.1%, while Tangier-Tetouan-Al Hoceima’s share increased from 10.7% to 11.8%.

Graph 7 - Trend from 2017 to 2023 and regional breakdown of business creations, in 2023 - in %



Source: Based on data provided by The General Tax Administration (DGI).

Table 7 - Regional breakdown by active entity creations

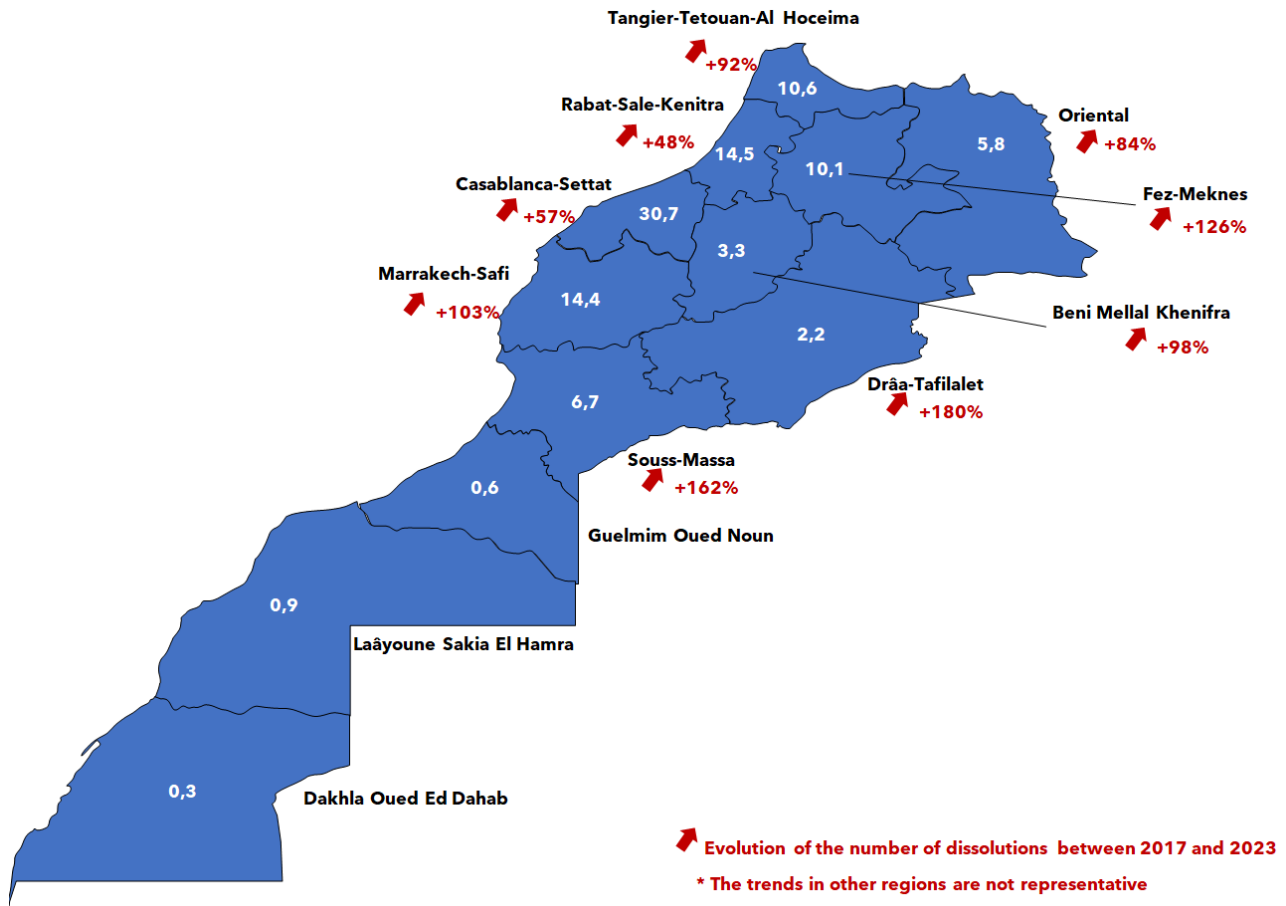
Region	2017		2018		2019		2020		2021		2022		2023	
	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %
Casablanca-Settat	15 048	35,6	16 864	34,5	18 204	34,6	19 438	34,1	24 294	34,1	22 328	34,3	23 743	35,6
Rabat-Sale-Kenitra	6 382	15,1	7 150	14,6	7 654	14,5	8 072	14,2	9 955	14,0	8 866	13,6	8 752	13,1
Marrakech-Safi	4 345	10,3	4 766	9,8	5 307	10,1	5 585	9,8	7 622	10,7	7 298	11,2	8 432	12,6
Tangier-Tetouan-Al Hoceima	4 538	10,7	5 644	11,6	5 786	11,0	6 496	11,4	8 191	11,5	7 252	11,1	7 899	11,8
Fez-Meknes	2 961	7,0	3 506	7,2	3 720	7,1	4 416	7,7	5 117	7,2	4 345	6,7	4 347	6,5
Souss-Massa	2 888	6,8	3 046	6,2	3 253	6,2	3 724	6,5	4 486	6,3	3 919	6,0	3 810	5,7
Oriental	1 618	3,8	1 894	3,9	2 168	4,1	2 564	4,5	2 994	4,2	2 809	4,3	2 643	4,0
Laâyoune-Sakia El Hamra	1 127	2,7	1 668	3,4	1 824	3,5	2 104	3,7	2 605	3,7	2 311	3,6	2 209	3,3
Beni Mellal-Khenifra	985	2,3	1 226	2,5	1 425	2,7	1 677	2,9	2 093	2,9	2 024	3,1	1 887	2,8
Drâa-Tafilalet	995	2,4	1 069	2,2	1 311	2,5	1 431	2,5	1 742	2,4	1 758	2,7	1 575	2,3
Dakhla-Oued Ed-Dahab	714	1,7	1 450	3,0	1 390	2,6	1 027	1,8	1 572	2,2	1 612	2,5	1 275	1,9
Guelmim-Oued Noun	628	1,5	564	1,2	569	1,1	491	0,9	618	0,9	537	0,8	324	0,5
Total	42 229	100	48 847	100	52 611	100	57 025	100	71 289	100	65 059	100	66 896	100

Source: Based on data provided by The General Tax Administration (DGI).

A more pronounced increase in dissolutions was observed in the Souss-Massa, Fez-Meknes, and Marrakech-Safi regions (see graph 8)

The increase in business dissolutions between 2017 and 2023 has affected all regions, but the impact has been uneven. The most impacted regions—Souss-Massa, Fez-Meknes, and Marrakech-Safi experienced the sharpest rise in dissolutions.

Graph 8 - Trend in SME Business dissolutions (2017-2023) and regional distribution of dissolutions in 2023 - in %



Source: Based on consolidated data provided by The General Tax Administration (DGI), OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Table 8 - Regional Distribution of Legal entity's Undergoing Dissolution

Region	Share in %						
	2017	2018	2019	2020	2021	2022	2023
Casablanca-Settat	35,8	34,4	36,2	34,0	31,6	29,6	30,7
Rabat-Sale-Kénitra	17,9	16,3	16,2	16,2	16,4	16,2	14,5
Marrakech-Safi	13,0	14,7	11,9	11,6	9,7	14,9	14,4
Tangier-Tetouan-Al Hoceima	10,1	9,8	10,9	13,5	16,7	11,0	10,6
Fez-Meknes	8,2	8,7	8,8	8,6	8,7	9,7	10,1
Souss-Massa	4,7	4,5	4,8	5,5	5,6	6,1	6,7
Oriental	5,7	6,0	6,0	5,1	5,7	5,8	5,8
Beni Mellal-Khénifra	3,0	3,1	3,2	2,5	2,9	3,4	3,3
Drâa-Tafilalet	1,4	1,9	1,6	1,8	2,0	2,2	2,2
Southern Regions	0,2	0,6	0,4	1,2	0,7	1,1	1,7
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Several sectors proved resilient, with business creation surpassing pre-pandemic levels. These include Information and Communication, Real Estate Activities, Human Health and Social Work Activities, Other Service Activities, and Administrative and Support Services.

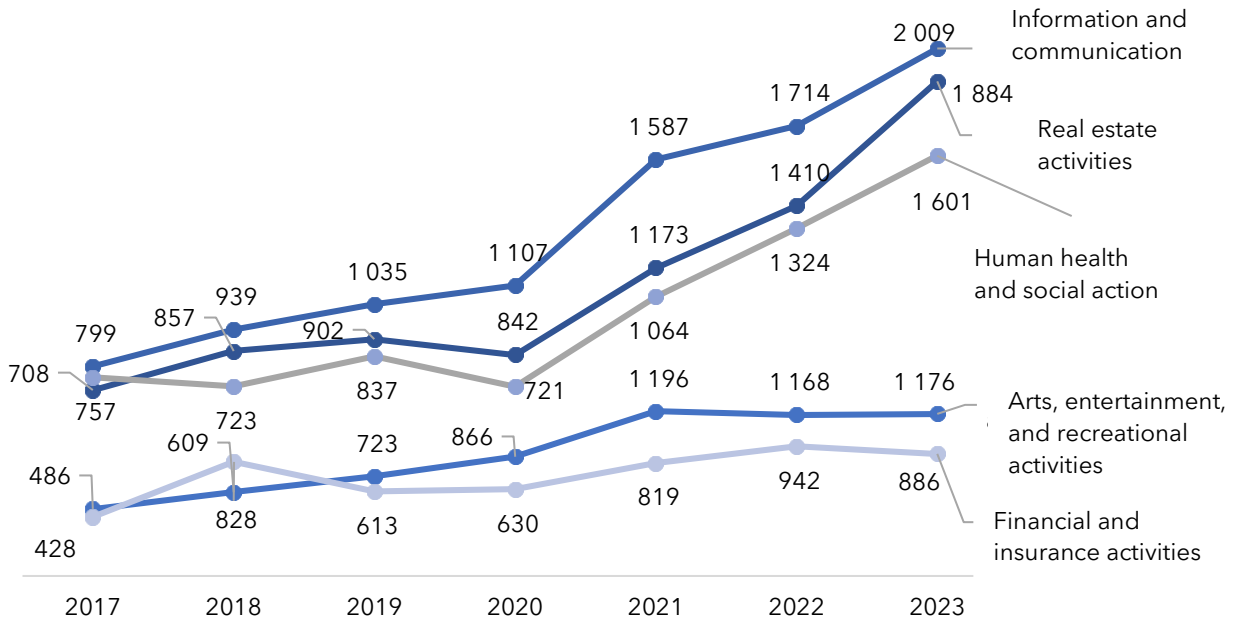
However, the rate of business creation differed significantly between sectors. "Real estate activities", "Human health and social work", and "other service activities" saw notable growth in 2022 and 2023. In contrast, sectors like commerce were more adversely affected by the pandemic, resulting in a general decline in business creation.

Table 9 - Legal entity's sectoral breakdown by business Creation

Activity branch	2017		2018		2019		2020		2021		2022		2023	
	In number	In %	In number	In %	In number	In %	In number	In %	In number	In %	In number	In %	In number	In %
Commerce; automotive and motorcycle repair	13 847	32,8	15 488	31,7	16 550	31,5	18 161	31,8	21 261	29,8	19 239	29,6	19 198	28,7
Construction	8 546	20,2	10 113	20,7	10 650	20,3	11 767	20,7	14 828	20,8	12 857	19,8	13 094	19,6
Specialized, scientific and technical activities	3 799	9	4 408	9	4 622	8,8	4 342	7,6	5 908	8,3	5 698	8,8	5 550	8,3
Transport and warehousing	2 871	6,8	3 520	7,2	4 168	7,9	6 449	11,3	7 851	11	5 127	7,9	5 149	7,7
Administrative and support service activities	3 069	7,3	3 627	7,4	4 017	7,7	3 687	6,5	4 367	6,1	4 329	6,7	4 851	7,3
Manufacturing industry	2 470	5,8	2 710	5,5	3 012	5,7	3 539	6,2	4 440	6,2	3 937	6	4 188	6,3
Accommodation and catering	1 958	4,6	2 317	4,7	2 507	4,8	2 544	4,5	3 516	4,9	3 515	5,4	3 269	4,9
Information and communication	799	1,9	939	1,9	1 035	2	1 107	1,9	1 587	2,2	1 714	2,6	2 009	3
Real estate activities	708	1,7	857	1,7	902	1,7	842	1,5	1 173	1,6	1 410	2,2	1 884	2,8
Human health and social action	757	1,1	723	1,2	837	1,4	721	1,5	1 064	1,7	1 324	1,8	1 601	1,8
Other service activities	586	1,8	536	1,5	622	1,6	575	1,2	729	1,5	918	2	1 192	2,3
Arts, entertainment, and recreational activities"	486	1,4	609	1,1	723	1,2	866	1	1 196	1	1 168	1,4	1 176	1,7
Education	962	2,3	939	1,9	1 024	1,9	838	1,5	1 314	1,8	1 341	2,1	1 130	1,7
Financial and insurance activities	428	1	828	1,7	613	1,2	630	1,1	819	1,2	942	1,5	886	1,3
Agriculture, forestry and fisheries	408	1	735	1,5	779	1,4	488	0,9	613	0,9	801	1,2	838	1,2
Others	535	1,3	498	1	550	1	469	0,8	623	0,9	739	1,1	881	1,3
Total	42 229	100	48 847	100	52 611	100	57 025	100	71 289	100	65 059	100	66 896	100

Source: Based data provided by The General Tax Administration (DGI).

Graph 9 - Sectoral trends in legal entity business creations: fastest growing industries (2017-2023)



Source: Based data provided by The General Tax Administration (DGI).

Table 10 - Sectoral breakdown of legal entity business creations (secondary and tertiary sectors)

Activity branch	2017	2018	2019	2020	2021	2022	2023	2023-2017
Secondary	26,9	27	26,7	27,6	27,9	26,6	27,1	0,2
Construction	20,2	20,7	20,3	20,7	20,8	19,8	19,6	-0,6
Manufacturing industry	5,8	5,5	5,7	6,2	6,2	6	6,3	0,5
Extractive Industries	0,7	0,5	0,5	0,4	0,5	0,5	0,5	-0,2
Water production and distribution sanitation, waste management, and decontamination	0,1	0,2	0,1	0,2	0,2	0,2	0,5	0,4
Production and distribution of electricity, gas, steam and conditioned air	0,1	0,1	0,1	0,1	0,2	0,1	0,2	0,1
Tertiary	73,1	73	73,3	72,4	72,1	73,4	72,9	-0,2
Commerce; automotive and motorcycle repair	32,8	31,7	31,5	31,8	29,8	29,6	28,7	-4,1
Specialized, scientific and technical activities	9	9	8,8	7,6	8,3	8,8	8,3	-0,7
Transport and warehousing	6,8	7,2	7,9	11,3	11	7,9	7,7	0,9
Administrative and support service activities	7,3	7,4	7,7	6,5	6,1	6,7	7,3	0
Accommodation and catering	4,6	4,7	4,8	4,5	4,9	5,4	4,9	0,3
Real estate activities	1,7	1,7	1,7	1,5	1,6	2,2	2,8	1,1
Information and communication	1,9	1,9	2	1,9	2,2	2,6	3	1,1
Human health and social action	1,1	1,2	1,4	1,5	1,7	1,8	1,8	0,7
Education	2,3	1,9	1,9	1,5	1,8	2,1	1,7	-0,6
Financial and insurance activities	1	1,7	1,2	1,1	1,2	1,5	1,3	0,3
Other service activities	1,8	1,5	1,6	1,2	1,5	2	2,3	0,5
others	2,8	3,1	2,8	2	2	2,8	3,1	0,3
Total	100	100	100	100	100	100	100	

Source: Based data provided by The General Tax Administration (DGI).

The “specialized, scientific, and technical activities” sector was the only one to experience a decline in the ALEs dissolution rate after the pandemic, though its overall share decreased from 10.5% in 2017 to 9.5% in 2023.

The rate of business dissolutions varied by sector. Of all sectors, only “specialized, scientific, and technical activities” experienced a reduction in dissolutions after the pandemic (see Table 11).

Table 11 - Sectoral breakdown of legal entity businesses under dissolution

Activity branch	Shares in %						
	2017	2018	2019	2020	2021	2022	2023
Commerce; automotive and motorcycle repair	32,1	32,1	33,9	32,8	32,5	34,5	32,4
Construction	22,4	22,6	21,0	19,0	18,3	18,4	18,4
Specialized, scientific and technical activities	10,5	10,9	11,1	11,7	10,7	10,5	9,5
Transport and warehousing	5,9	5,3	6,2	7,6	7,7	7,6	8,4
Administrative and support service activities	5,7	5,1	5,2	5,8	6,1	5,8	6,1
Accommodation and catering	4,5	5,7	5,0	5,5	5,5	6,0	6,1
Manufacturing industry	5,9	5,0	5,4	5,5	5,8	5,3	5,5
Information and communication	3,7	3,5	3,0	2,9	2,6	2,5	2,7
Education	1,9	2,2	1,8	1,9	2,5	2,3	2,3
Other service activities ⁶	2,0	1,7	1,6	2,0	2,0	1,5	2,0
Real estate activities	2,0	2,1	2,3	1,6	1,9	1,8	1,8
Financial and insurance activities	1,1	1,2	1,0	1,1	1,3	1,2	1,5
Others	2,3	2,6	2,5	2,6	2,5	2,4	3,3
Total	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

⁶ This sector encompasses the activities of nonprofit organizations, the repair of computers and personal and household goods, as well as other personal services (such as laundry and dry cleaning, hairdressing, and beauty treatments).

An analysis of Legal Entity's creations by legal form from 2017 to 2023 reveals a steady decline in the share of LLCs, which fell from 45.2% in 2017 to 33.5% in 2023. In contrast, LLC-SPs gained prominence, with their share rising from 46% to 58.5% over the same period. This trend suggests that entrepreneurs are increasingly opting for individual entrepreneurship, reflecting a shift toward simpler and more flexible legal structures.

Table 12 - Breakdown of legal entity business creations by legal form (2017-2023)

Legal form	2017		2018		2019		2020		2021		2022		2023	
	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %
Limited liability company	19 075	45,2	21 011	43,0	22 179	42,2	22 973	40,3	26 973	37,8	23 151	35,6	22 424	33,5
Limited liability company-Sole partner	19 440	46,0	23 527	48,2	25 900	49,2	31 464	55,2	41 035	57,6	36 893	56,7	39 137	58,5
Public limited company	141	0,3	183	0,4	160	0,3	140	0,2	149	0,2	153	0,2	149	0,2
Others	3 573	8,5	4 126	8,4	4 372	8,3	2 448	4,3	3 132	4,4	4 862	7,5	5 186	7,8
Total	42 229	100	48 847	100	52 611	100	57 025	100	71 289	100	65 059	100	66 896	100

Source: based on data provided by The General Tax Administration (DGI).

The majority of established businesses employ less than 10 employees

An analysis of Legal entity creations by employee size class reveals that businesses with less than 10 employees represented the vast majority, with a stable share of around 99% throughout the 2017-2023 period.

Table 13 - Breakdown of legal entity business creations by workforce size

Workforce size	2017		2018		2019		2020		2021		2022		2023	
	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %	In Numbers	In %
[0-10]	41 863	99,1	48 419	99,1	52 163	99,1	56 710	99,4	70 785	99,3	64 526	99,2	66 368	99,2
]10-50]	263	0,6	350	0,7	356	0,7	238	0,4	416	0,6	433	0,7	430	0,6
]50-100]	61	0,1	38	0,1	44	0,1	40	0,1	42	0,1	48	0,1	60	0,1
]100-500]	40	0,1	36	0,1	37	0,1	32	0,1	41	0,1	45	0,1	33	0,0
+500	2	0,0	4	0,0	11	0,0	5	0,0	5	0,0	7	0,0	5	0,0
Total	42 229	100	48 847	100	52 611	100	57 025	100	71 289	100	65 059	100	66 896	100

Source: based on data provided by The General Tax Administration (DGI)

However, younger businesses—those under five years old—proved to be the most vulnerable to shocks. Their dissolution rate rose dramatically, from an average of 2% prior to the COVID-19 crisis to 17.2% in the post-COVID period.

Table 14 - Breakdown of legal entity businesses under dissolution by age group

Age group	Shares in %						
	2017	2018	2019	2020	2021	2022	2023
[0,2]	13,5	13,5	13,0	13,1	13,3	18,0	14,6
[2,5]	39,9	40,1	37,4	36,8	34,4	35,2	39,8
[5,10]	31,8	29,4	30	29,8	29,5	26,6	25,7
[10,20]	12,9	16,3	19	19,3	21,5	18,3	16,6
[+20]	1,7	0,8	0,6	1,0	1,3	1,9	3,3
Total	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

4. ECONOMIC INDICATORS OF ACTIVE ENTITIES (ALEs)

- 4.1. Turnover of Active Legal Entities (ALEs)
- 4.2. Value added of Active Legal Entities (ALEs)

4. Economic indicators of Active Legal Entities

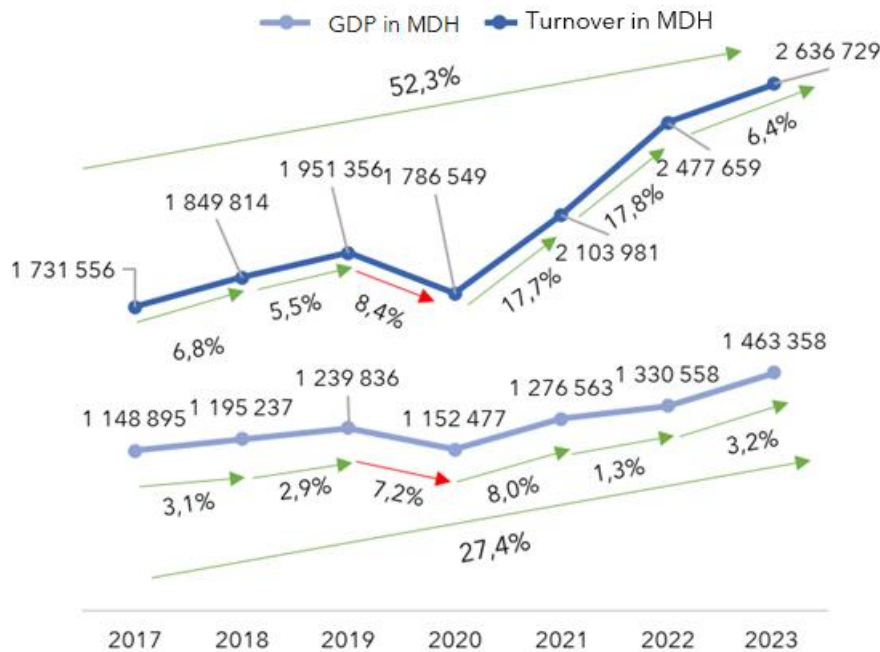
This chapter outlines the economic indicators of ALEs, including turnover and value added. These indicators are further broken down by size, region, activity branch, legal form, and work size class for the period from 2017 to 2023⁷. Additionally, the chapter compares the evolution of these indicators before and after the COVID-19 pandemic.

4.1. Turnover of Active Legal Entities (ALEs)

In 2023, ALEs turnover grew by approximately 6.4%, signaling a return to pre-crisis levels.

Graph 10 shows that after rising by 6.8% in 2018 and 5.5% in 2019, the annual turnover growth rate of ALEs dropped sharply by 8.4% in 2020 as a result of the pandemic. However, a strong rebound followed in 2021, with a growth rate of 18%, fueled by a robust economic recovery. This positive trend continued into 2022, despite being a year of high inflation at 6.6%. In 2023, total turnover (provisional) reached 2,636.7 billion of dirhams, with a growth rate of 6.4%, reflecting a return to pre-COVID levels. Meanwhile, inflation eased slightly to 6.1%.

Graph 10 - Evolution of nominal GDP and cumulative turnover in millions of dirhams (2017-2023)



Source: The data is provided by the DGI, and world Banks indicators.

⁷ These figures differ slightly from previous OMTPE reports due to database updates.

Growth Rate of Cumulative Turnover for Large Enterprises Post-COVID-19 In the years following COVID-19, large enterprises experienced a faster growth rate in cumulative turnover compared to VSMEs

Analysis of revenue by company category reveals that the predominance of large enterprises (LEs) has increased, with their share of total ALEs revenue rising from 63% in 2017 to 66% in 2023, while the share of VSMEs decreased from 37% to 34%. These shifts reflect the unequal impact of the COVID crisis and the subsequent economic recovery. Smaller businesses, in addition to being less resilient, face unfavorable market conditions. (See OMT PME and World Bank Report⁸).

Table 15 - Distribution of cumulative turnover of Ales by company category

Company category	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %
Micro [0,3]	76,8	4,4	81,6	4,4	86,4	4,4	82,8	4,6	90,4	4,3	98,2	4,0	101,3	3,8
[0 , 1]	29,2	1,7	30,7	1,7	32,3	1,7	30,8	1,7	33,6	1,6	35,9	1,4	36,7	1,4
[1 , 3]	47,6	2,8	51,0	2,8	54,1	2,8	52,0	2,9	56,7	2,7	62,4	2,5	64,5	2,4
VSE]3,10]	100,3	5,8	108,1	5,8	116,7	6,0	108,4	6,1	123,2	5,9	133,1	5,4	140,4	5,4
SE]10,50]	238,9	13,8	257,6	13,9	278,2	14,3	253,3	14,2	295,5	14,0	322,4	13,0	339,6	12,9
ME]50,175]	222,4	12,8	238,4	12,9	251,3	12,9	230,0	12,9	262,6	12,5	295,8	11,9	317,7	12,0
LE > 175	1 093,1	63,1	1 164,0	62,9	1 218,8	62,5	1 112,1	62,2	1 332,3	63,3	1 628,2	65,7	1 737,8	65,9
Total	1 731,6	100	1 849,8	100	1 951,4	100	1 786,6	100	2 104,0	100	2 477,7	100	2 636,7	100

Source: Based on data provided by The General Tax Administration (DGI).

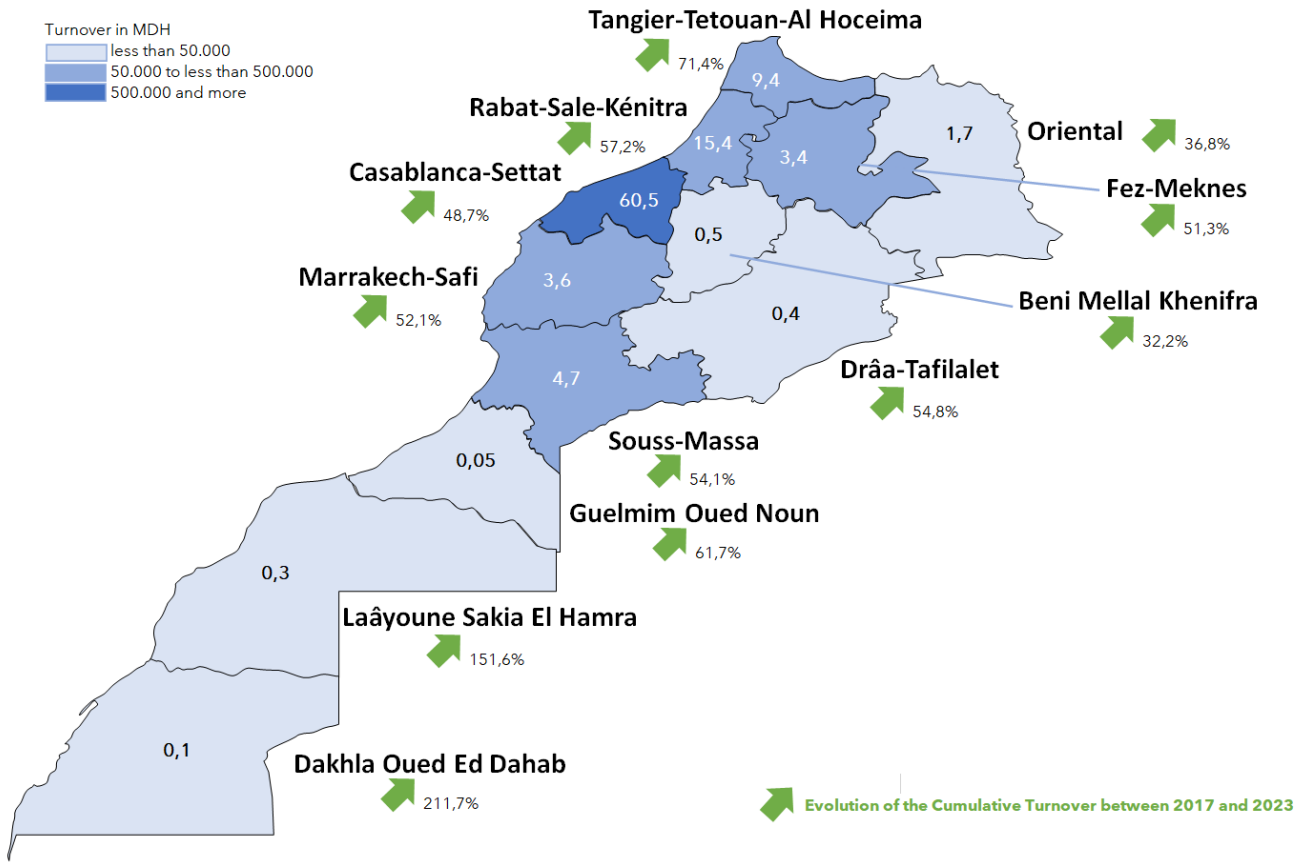
Post-COVID ALEs turnover grew faster in Rabat-Sale-Kenitra and Tangier-Tetouan-Al Hoceima than in other regions.

Most ALEs activity remains concentrated in Casablanca-Settat, which accounted for 60.5% of total turnover in 2023, reflecting a slight drop of 1.4 points since 2017.

Meanwhile, Rabat-Sale-Kenitra (15.4% share) and Tangier-Tetouan-Al Hoceima (9.4% share) recorded stronger average annual turnover growth following COVID-19, increasing to 8.2% and 10.2%, respectively, compared to their pre-pandemic growth rates of 5% and 7.8%.

⁸ Moroccan Observatory of SMEs & World Bank. (2024) "Unlocking the Potential of the Moroccan Private Sector: An Analysis of Business Dynamics and Productivity."

Graph 11 - Regional distribution of cumulative ALEs turnover in 2023



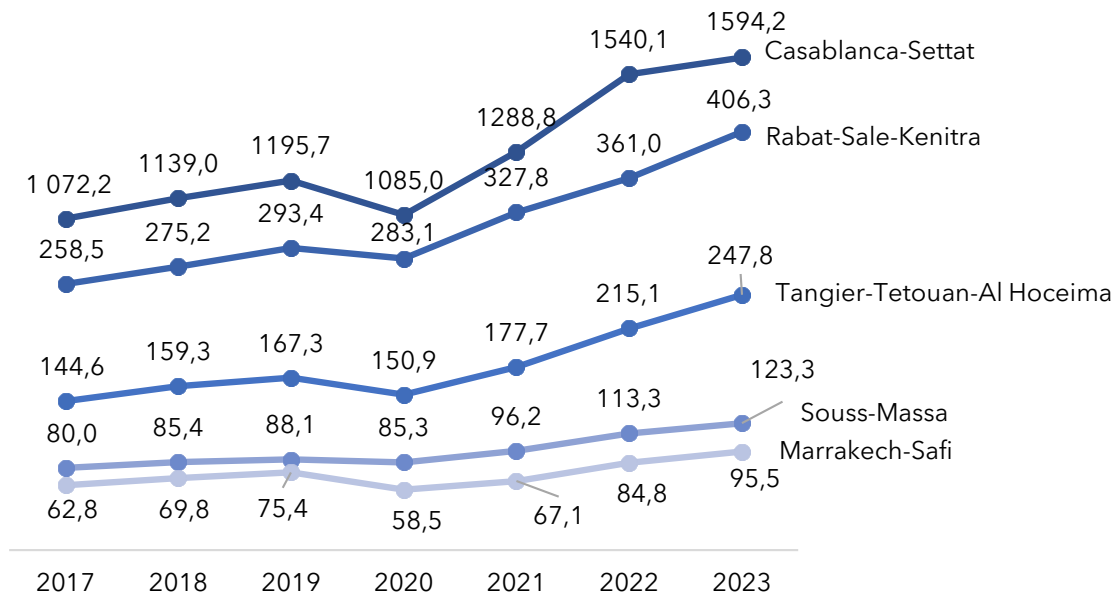
Source: Based on data provided by The General Tax Administration (DGI).

Table 16 - Regional distribution of cumulative ALE turnover by region

Region	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %
Casablanca-Settat	1 072,2	61,9	1 139,0	61,6	1 195,7	61,3	1 085,0	60,7	1 288,8	61,3	1 540,1	62,2	1 594,2	60,5
Rabat-Sale-Kénitra	258,5	14,9	275,2	14,9	293,4	15,0	283,1	15,8	327,8	15,6	361,0	14,6	406,3	15,4
Tangier-Tétouan-Al Hoceima	144,6	8,4	159,3	8,6	167,3	8,6	150,9	8,4	177,7	8,4	215,1	8,7	247,8	9,4
Souss-Massa	80,0	4,6	85,4	4,6	88,1	4,5	85,3	4,8	96,2	4,6	113,3	4,6	123,3	4,7
Marrakech-Safi	62,8	3,6	69,8	3,8	75,4	3,9	58,5	3,3	67,1	3,2	84,8	3,4	95,5	3,6
Fez-Meknès	58,4	3,4	63,8	3,4	68,8	3,5	64,9	3,6	76,5	3,6	85,0	3,4	88,5	3,4
Oriental	33,1	1,9	32,8	1,8	34,0	1,7	32,4	1,8	38,7	1,8	44,3	1,8	45,2	1,7
Beni Mellal-Khenifra	10,5	0,6	11,1	0,6	11,8	0,6	11,1	0,6	12,9	0,6	13,4	0,5	13,9	0,5
Drâa-Tafilalet	6,8	0,4	7,5	0,4	8,5	0,4	7,6	0,4	8,5	0,4	9,3	0,4	10,5	0,4
Southern Regions	4,7	0,3	6,0	0,3	8,4	0,4	7,7	0,4	9,7	0,5	11,2	0,5	11,7	0,4
Total	1 731,6	100	1 849,8	100	1 951,4	100	1 786,5	100	2 104,0	100	2 477,7	100	2 636,7	100

Source: Based on data provided by The General Tax Administration (DGI).

Graph 12 - Trends in cumulative turnover in the fastest-growing regions (2017-2023)



Source: Based on data provided by The General Tax Administration (DGI).

The 3 main production sectors accounted for a consistent share of ALEs turnover between 2017 and 2023⁹

From 2017 to 2023, nearly 72% of cumulative ALE turnover was concentrated in three key sectors. "commerce; repair of motor vehicles and motorcycles" maintained a stable 35.2% share, while the "manufacturing industry" rose by 1.1 points to 24.1%, driven largely by growth in the food and automotive industries. Conversely, the "construction" sector saw its share decline by 1.2 points to 12.4%.

This sectoral distribution also indicated a slight shift away from the secondary sector, whose share of ALEs turnover decreased by 0.4 points to 44.5%, while the tertiary sector's share increased.

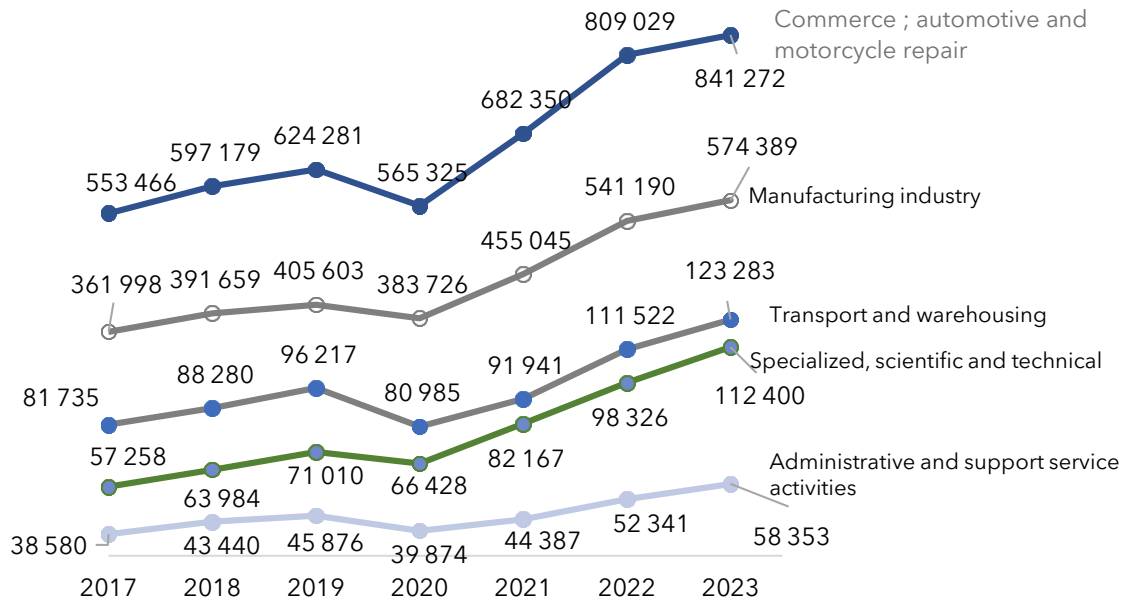
⁹ Except for the financial and insurance activities sector.

Table 17 - Sectoral distribution of cumulative ALEs turnover

Activity branch	2017		2018		2019		2020		2021		2022		2023	
	In MMDH	In %	In MMDH	In %	In MMDH	In %	In MMDH	In %	In MMDH	In %	In MMDH	In %	In MMDH	In %
Commerce; automotive and motorcycle repair	553,5	35,2	597,2	35,4	624,3	35,2	565,3	35,1	682,4	35,5	809	35,5	841,3	35,2
Manufacturing industry	362	23,0	391,7	23,2	405,6	22,9	383,7	23,8	455	23,7	541,2	23,8	574,4	24,1
Construction	213,6	13,6	219,9	13,1	236,4	13,3	202,7	12,6	247,5	12,9	269,4	11,8	297,1	12,4
Transport and warehousing	81,7	5,2	88,3	5,2	96,2	5,4	81	5,0	91,9	4,8	111,5	4,9	123,3	5,2
Specialized, scientific and technical	57,3	3,6	64	3,8	71	4,0	66,4	4,1	82,2	4,3	98,3	4,3	112,4	4,7
Industries extractives	61,1	3,9	64,2	3,8	65,3	3,7	62,7	3,9	93,4	4,9	133,5	5,9	97,4	4,1
Electricity, gas, steam and conditioned air production and distribution	55	3,5	55,2	3,3	61,1	3,4	59,8	3,7	64,7	3,4	74,9	3,3	74,6	3,1
Administrative and support service activities	38,6	2,5	43,4	2,6	45,9	2,6	39,9	2,5	44,4	2,3	52,3	2,3	58,4	2,4
Information and communication	45,2	2,9	48,1	2,9	50,8	2,9	49,9	3,1	50,3	2,6	53,1	2,3	56,4	2,4
Accommodation and catering services	26,7	1,7	29,2	1,7	31,5	1,8	15	0,9	17,8	0,9	31,7	1,4	38,5	1,6
Real Estate activities	19	1,2	19,4	1,2	18,4	1,0	16,2	1,0	18,4	1,0	21	0,9	23,9	1,0
Others	59	3,8	64,2	3,8	67,3	3,8	68,8	4,3	71,6	3,7	80,4	3,5	90,2	3,8
Total	1 572,7	100	1 684,7	100	1 773,7	100	1 611,3	100	1 919,6	100	2 276,5	100	2 387,6	100

Source: Based on data provided by The General Tax Administration (DGI).

Graph 13 - Sectors that recorded over 50% turnover growth between 2017 and 2023



Source: Based on data provided by The General Tax Administration (DGI).

Table 18 - Sectoral distribution of turnover by sector (secondary and tertiary)

Activity branch	2017	2018	2019	2020	2021	2022	2023	2023-2017
Secondary	44,9	44,3	44,2	44,9	45,7	45,5	44,5	-0,4
Manufacturing industry	23,0	23,2	22,9	23,8	23,7	23,8	24,1	1,0
Construction	13,6	13,1	13,3	12,6	12,9	11,8	12,4	-1,1
Electricity, gas, steam and conditioned air	3,5	3,3	3,4	3,7	3,4	3,3	3,1	-0,4
Extractive industries	3,9	3,8	3,7	3,9	4,9	5,9	4,1	0,2
Water Production and Distribution ; Sanitation, Waste Management, and Pollution Control	1,0	0,9	0,9	0,9	0,8	0,7	0,8	-0,2
Tertiary	55,1	55,7	55,8	55,1	54,3	54,5	55,5	0,4
Commerce; automotive and motorcycle repair	35,2	35,4	35,2	35,1	35,5	35,5	35,2	0,0
Transport and warehousing	5,2	5,2	5,4	5,0	4,8	4,9	5,2	0,0
Specialized, scientific and technical activities	3,6	3,8	4,0	4,1	4,3	4,3	4,7	1,1
Administrative and support service activities	2,5	2,6	2,6	2,5	2,3	2,3	2,4	0,0
Accommodation and catering	1,7	1,7	1,8	0,9	0,9	1,4	1,6	-0,1
Real estate activities	1,2	1,2	1,0	1,0	1,0	0,9	1,0	-0,2
Other service activities	0,3	0,3	0,3	0,3	0,3	0,2	0,2	0,0
Information and communication	2,9	2,9	2,9	3,1	2,6	2,3	2,4	-0,5
Others	2,5	2,6	2,6	3,1	2,6	2,6	2,8	0,3
Total	100	100	100	100	100	100	100	

Source: Based on data provided by The General Tax Administration (DGI).

The limited liability company with sole partner (LLC SP), have tripled their turnover during the study period.

Between 2017 and 2023, Public Limited Companies (PLCs) remained the top contributors to turnover, although their share fell slightly from 50.9% in 2017 to 47.6% in 2023. The fastest growth came from Limited Liability Companies with a Sole partner (LLC-SPs), whose turnover share rose from 4.8% in 2017 to 10.2% in 2023, marking a threefold increase in turnover over this period.

Table 19 - Cumulative turnover distribution of ALEs by legal form

Legal form	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %
Public limited company	881,6	50,9	932,8	50,4	959,0	49,1	869,5	48,7	1 019,4	48,5	1 234,4	49,8	1 256,3	47,6
Limited liability company	614,7	35,5	655,8	35,5	690,8	35,4	621,4	34,8	732,0	34,8	828,5	33,4	883,8	33,5
Limited liability company-Sole partner-	82,5	4,8	107,0	5,8	135,7	7,0	138,1	7,7	185,0	8,8	228,7	9,2	269,1	10,2
others	152,7	8,8	154,2	8,3	165,9	8,5	157,5	8,8	167,5	8,0	186,1	7,5	227,5	8,6
Total	1 731,6	100,0	1 849,8	100,0	1 951,4	100,0	1 786,5	100,0	2 104,0	100,0	2 477,7	100,0	2 636,7	100,0

Source: Based on data provided by The General Tax Administration (DGI)

Cumulative turnover distribution by workforce size remained steady from 2017 to 2023

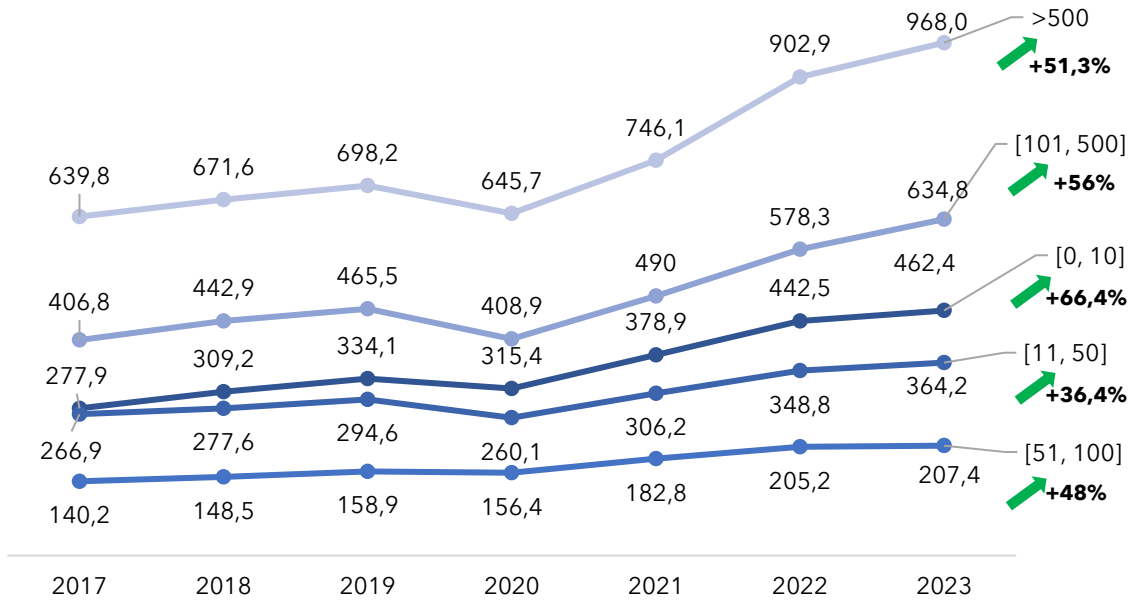
Between 2017 and 2023, businesses employing more than 500 employees, along with those employing 100-500, made up more than 60% of total cumulative turnover. In comparison, businesses with less than 10 employees accounted for around 17.5% of turnover in 2023, representing an increase of 1.5 percentage points from 2017.

Table 20 - Breakdown of cumulative turnover for ALEs by workforce size class

Workforce size	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %	Cumulative Turnover in MMDH	share in %
[0, 10]	277,9	16,0	309,2	16,7	334,1	17,1	315,4	17,7	378,9	18,0	442,5	17,9	462,4	17,5
[11, 50]	266,9	15,4	277,6	15,0	294,6	15,1	260,1	14,6	306,2	14,6	348,8	14,1	364,2	13,8
[51, 100]	140,2	8,1	148,5	8,0	158,9	8,1	156,4	8,8	182,8	8,7	205,2	8,3	207,4	7,9
[101, 500]	406,8	23,5	442,9	23,9	465,5	23,9	408,9	22,9	490,0	23,3	578,3	23,3	634,8	24,1
+ 500	639,8	36,9	671,6	36,3	698,2	35,8	645,7	36,1	746,1	35,5	902,9	36,4	968,0	36,7
Total	1 731,6	100	1 849,8	100	1 951,4	100	1 786,5	100	2 104,0	100	2 477,7	100	2 636,7	100

Source: Based on data provided by The General Tax Administration (DGI)

Graph 14 - Turnover trends by workforce size class (2017-2023)



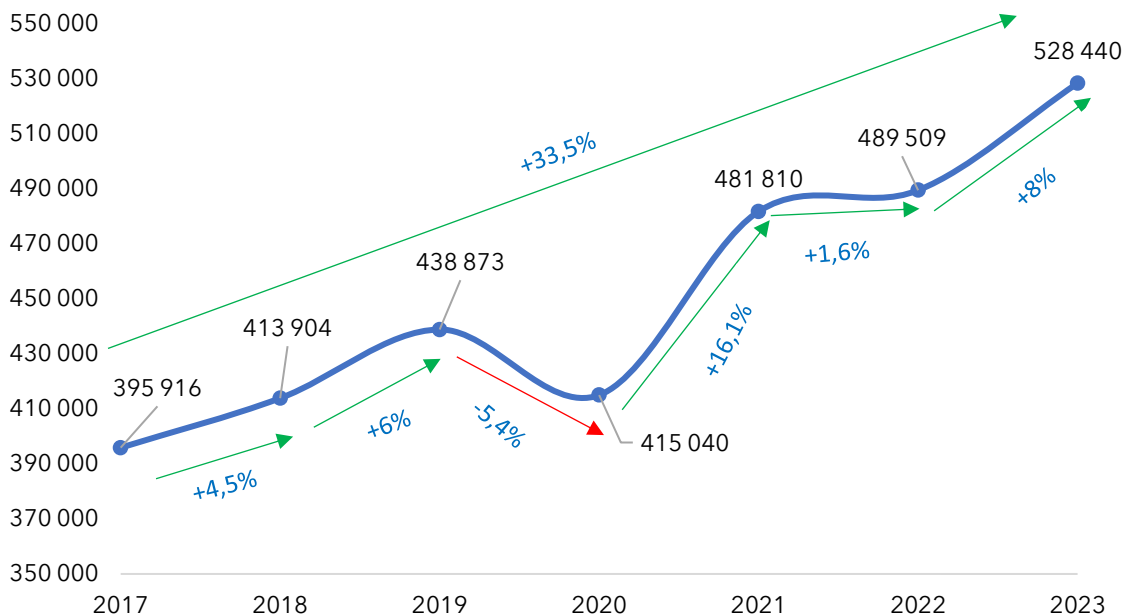
Source: Based on data provided by The General Tax Administration (DGI).

4.2. Value Added of Active Legal Entities (ALEs)

An analysis of ALE value added reveals a stronger growth rate after COVID-19 compared to the pre-pandemic period

Graph 15 shows that after increasing by 4.5% in 2018 and 6% in 2019, ALE value added (VA) fell sharply by 5.4% in 2020 due to the pandemic. However, it rebounded strongly in 2021 with 16% growth, driven by a robust economic recovery. Growth continued into 2022 but at a more moderate pace. By 2023, total VA reached 528.44 million of dirhams, reflecting an 8% growth rate—exceeding pre-COVID levels.

Graph 15 - Trends in ALE value added in millions of dirhams¹⁰ from 2017-2023



Source: Based on data provided by The General Tax Administration (DGI).

Large Enterprises still dominate ALE value added with an average share of 68% from 2017 to 2023

An analysis of value added by company size reveals a slight shift over time: the share of large enterprises decreased from 68.5% in 2017 to 67.6% in 2023, while VSMEs saw an increase from 31.5% to 32.4%.

¹⁰ The difference compared to the results presented in previous reports is explained by an update of the databases.

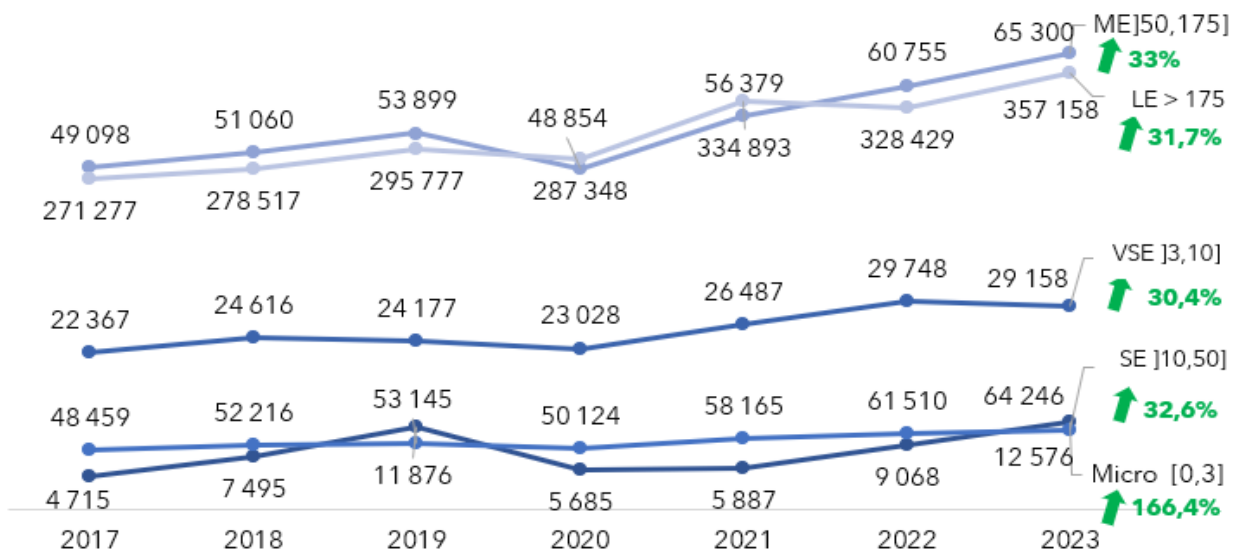
The divergence between turnover and value-added trends in 2022 compared to 2021 is partly explained by certain large enterprises reporting significant turnover growth despite a marked drop in their value added.

Table 21 - Distribution of Cumulative ALE Value Added by company category

Company category	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %
Micro [0,3]	4 715	1,2	7 495	1,8	11 876	2,7	5 685	1,4	5 887	1,2	9 068	1,9	12 576	2,4
VSE [3,10]	22 367	5,6	24 616	5,9	24 177	5,5	23 028	5,5	26 487	5,5	29 748	6,1	29 158	5,5
SE [10,50]	48 459	12,2	52 216	12,6	53 145	12,1	50 124	12,1	58 165	12,1	61 510	12,6	64 246	12,2
ME[50,175]	49 098	12,4	51 060	12,3	53 899	12,3	48 854	11,8	56 379	11,7	60 755	12,4	65 300	12,4
LE > 175	271 277	68,5	278 517	67,3	295 777	67,4	287 348	69,2	334 893	69,5	328 429	67,1	357 158	67,6
Total	395 916	100,0	413 904	100	438 874	100	415 039	100	481 811	100	489 510	100	528 438	100

Source: Based on data provided by The General Tax Administration (DGI).

Graph 16 - Trends of cumulative value added by category over the period 2017-2023



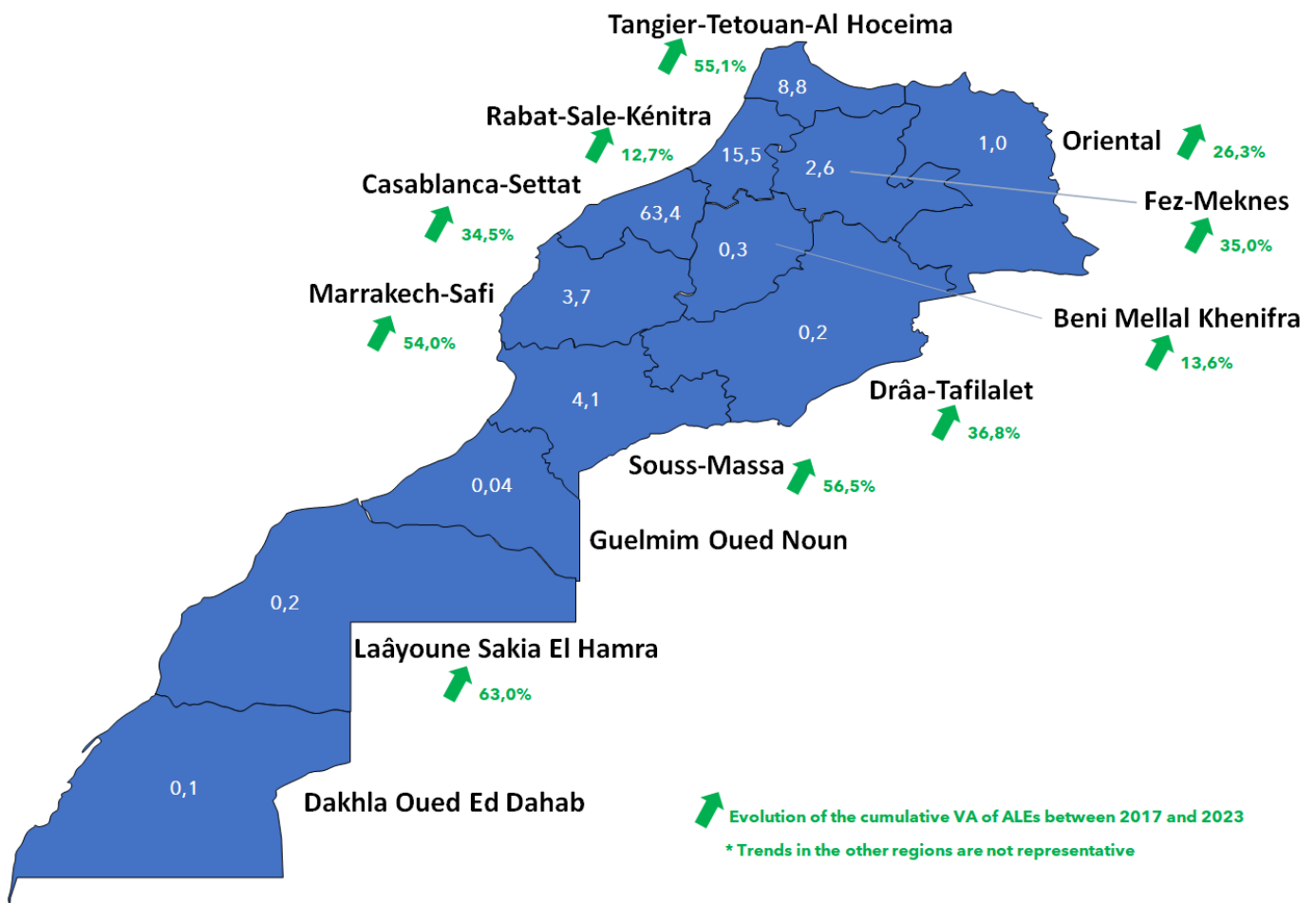
Source: Based on data provided by The General Tax Administration (DGI).

The Trends in value added across the Kingdom’s regions are contrasting.

Value-added activities remain heavily concentrated in the Casablanca-Settat region, accounting for 63.4% of ALEs’ cumulative value added in 2023 just a 0.5-point decrease from 2017.

Meanwhile, the Rabat-Sale-Kénitra region, which represented 15.5% of total value added, and the Tangier-Tetouan-Al Hoceima region, at 8.8%, showed notable growth. Their average annual increases were 1.8% and 7.9%, respectively, over this period.

Graph 17 - Regional distribution of Cumulative ALE Value Added in 2023



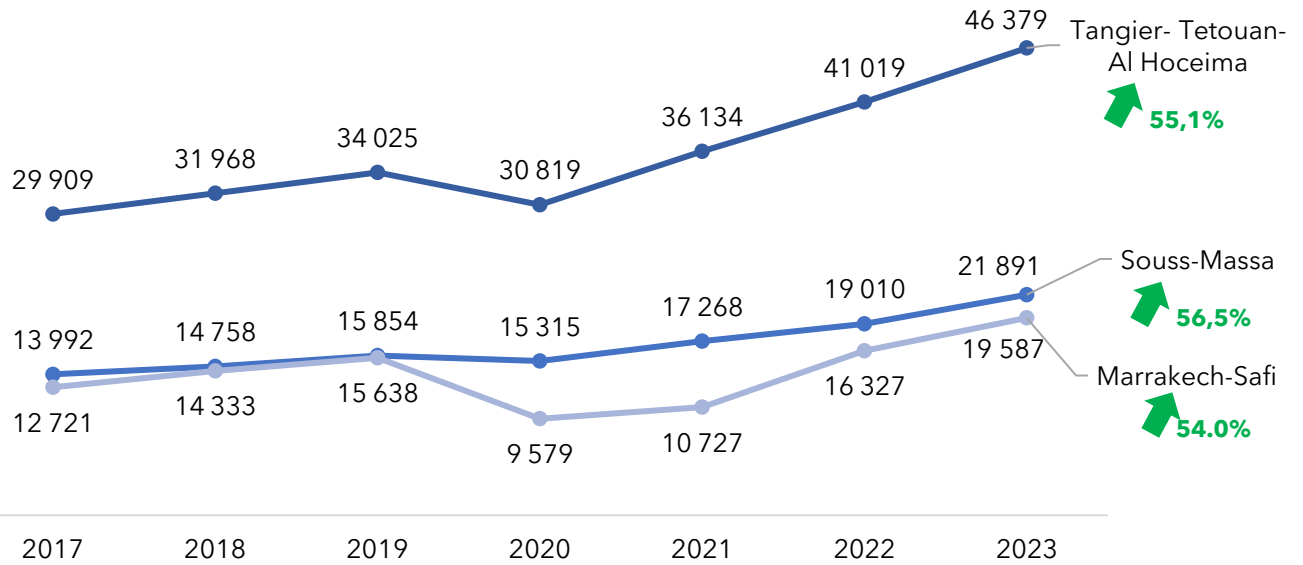
Source: Based on data provided by The General Tax Administration (DGI).

Table 22 - Cumulative ALEs value added by region

Region	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %
Casablanca-Settat	248 914	62,9	259 887	62,8	274 507	62,5	264 204	63,7	307 318	63,8	325 161	66,4	334 855	63,4
Rabat-Sale-Kénitra	72 832	18,4	74 602	18,0	78 356	17,9	76 892	18,5	88 858	18,4	65 189	13,3	82 082	15,5
Tangier-Tetouan-Al-Hoceima	29 909	7,6	31 968	7,7	34 025	7,8	30 819	7,4	36 134	7,5	41 019	8,4	46 379	8,8
Souss-Massa	13 992	3,5	14 758	3,6	15 854	3,6	15 315	3,7	17 268	3,6	19 010	3,9	21 891	4,1
Marrakech - Safi	12 721	3,2	14 333	3,5	15 638	3,6	9 579	2,3	10 727	2,2	16 327	3,3	19 587	3,7
Fez-Meknes	10 259	2,6	10 720	2,6	11 969	2,7	10 439	2,5	12 264	2,5	12 700	2,6	13 847	2,6
Oriental	4 140	1,0	4 584	1,1	4 385	1,0	4 189	1,0	4 958	1,0	4 626	0,9	5 229	1,0
Beni Mellal-Khenifra	1 457	0,4	1 602	0,4	1 714	0,4	1 419	0,3	1 682	0,3	1 506	0,3	1 655	0,3
Drâa-Tafilalet	840	0,2	994	0,2	1 118	0,3	808	0,2	1 005	0,2	1 091	0,2	1 149	0,2
Laâyoune-Sakia El Hamra	584	0,1	100	0,0	840	0,2	947	0,2	1 049	0,2	2 219	0,5	952	0,2
Dakhla - Oued Ed-Dahab	185	0,0	246	0,1	298	0,1	270	0,1	380	0,1	492	0,1	591	0,1
Guelmim - Oued Noun	83	0,0	112	0,0	166	0,0	161	0,0	166	0,0	168	0,0	218	0,0
Total	395 916	100	413 906	100	438 870	100	415 042	100	481 809	100	489 508	100	528 435	100

Source: Based on data provided by The General Tax Administration (DGI)

Graph 18 - Growth in cumulative value added for regions exceeding 50% growth the period 2017-2023



Source: Based on data provided by The General Tax Administration (DGI).

The three leading economic sectors accounted for a consistent share of ALEs value added between 2017 and 2023.

The sectoral distribution¹¹ of the cumulative value added by ALEs over the 2017-2023 period shows that nearly 54% of this value remains concentrated in three main sectors: "manufacturing," which maintained a stable share of 21.3% in 2023, "commerce; repair of motor vehicles and motorcycles," whose share decreased slightly by 0.4 percentage points to 20.6%, and "construction," which accounted for 11.4% in 2023.

Among all sectors, "specialized, scientific, and technical activities" recorded the strongest annual growth, more than doubling their value added during the same period.

¹¹ Except for the financial and insurance activities sector

Table 23 - Sectoral distribution of ALE cumulative value added

Activity branch	2017		2018		2019		2020		2021		2022		2023	
	In MDH	In %	In MDH	In %	In MDH	In %	In MDH	In %	In MDH	In %	In MDH	In %	In MDH	In %
Manufacturing industry	72 226	21,5	76 889	21,7	78 425	20,9	74 550	21,2	88 419	21,5	92 229	21,8	96 924	21,3
Commerce; automotive and motorcycle repair	70 521	21,0	71 388	20,1	74 927	20,0	69 601	19,8	80 698	19,6	78 530	18,6	93 658	20,6
Construction	38 387	11,5	39 015	11,0	41 611	11,1	37 403	10,6	45 140	11,0	47 527	11,3	51 904	11,4
Specialized, scientific, and technical activities	19 936	5,9	26 454	7,5	29 727	7,9	28 977	8,2	37 043	9,0	40 264	9,5	44 812	9,9
Information and communication	22 687	6,8	24 055	6,8	25 441	6,8	23 679	6,7	24 257	5,9	27 288	6,5	28 684	6,3
Transport and warehousing	19 410	5,8	19 992	5,6	20 923	5,6	16 032	4,6	18 709	4,6	20 749	4,9	27 374	6,0
Administrative and support service activities	17 446	5,2	19 317	5,4	20 431	5,4	19 433	5,5	21 901	5,3	24 269	5,7	26 733	5,9
Extractive Industries	22 420	6,7	22 960	6,5	25 028	6,7	27 076	7,7	40 002	9,7	46 970	11,1	25 701	5,7
Accommodation and catering	9 526	2,8	10 931	3,1	11 592	3,1	3 058	0,9	4 194	1,0	10 765	2,5	13 660	3,0
Education	7 619	2,3	8 543	2,4	9 585	2,6	13 277	3,8	10 082	2,5	11 633	2,8	12 697	2,8
Electricity, gas, steam and conditioned air production and distribution	20 069	6,0	20 049	5,7	22 598	6,0	24 300	6,9	24 122	5,9	3 700	0,9	10 735	2,4
Real Estate activities	7 276	2,2	7 682	2,2	7 287	1,9	6 944	2,0	7 282	1,8	9 048	2,1	9 898	2,2
Others	7 654	2,3	7 446	2,1	7 959	2,1	7 201	2,0	9 329	2,3	9 335	2,2	11 273	2,5
Total	335 177	100,0	354 721	100,0	375 534	100,0	351 531	100,0	411 178	100,0	422 307	100,0	454 053	100,0

Source: Based on data provided by The General Tax Administration (DGI)

The limited liability company with a sole partner (LLC-SP) nearly quadrupled its value added from 2017 over the study period.

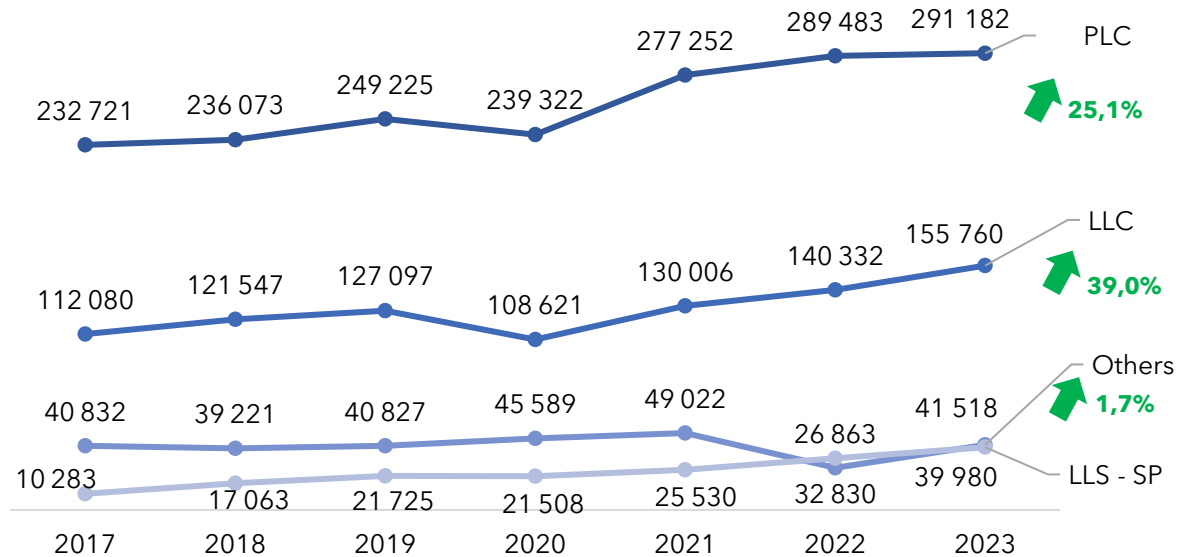
From 2017 to 2023, public limited companies (PLCs) continued to dominate value added, although their share decreased modestly from 58.8% in 2017 to 55.1% in 2023. By contrast, limited liability companies with sole partner (LLC-SPs) showed the strongest growth, with their share rising from 2.6% to 7.6% over the same period. This growth resulted in their value added in 2023 being nearly four times higher than in 2017.

Table 24 - Distribution of cumulative value added for ALEs by legal form

Legal form	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %	Cumulative Value Added In MDH	share in %
Public limited company	232 721	58,8	236 073	57,0	249 225	56,8	239 322	57,7	277 252	57,5	289 483	59,1	291 182	55,1
Limited liability company	112 080	28,3	121 547	29,4	127 097	29,0	108 621	26,2	130 006	27,0	140 332	28,7	155 760	29,5
Others	40 832	10,3	39 221	9,5	40 827	9,3	45 589	11,0	49 022	10,2	26 863	5,5	41 518	7,9
Limited liability company- Sole partner-	10 283	2,6	17 063	4,1	21 725	5,0	21 508	5,2	25 530	5,3	32 830	6,7	39 980	7,6
Total	395 916	100,0	413 904	100,0	438 873	100,0	415 040	100,0	481 810	100,0	489 509	100,0	528 440	100,0

Source: Based on data provided by The General Tax Administration (DGI)

Graph 19 - Trends in cumulative value added by legal form (2017-2023)



Source: Based on data provided by The General Tax Administration (DGI)

The distribution of cumulative value added by workforce size exhibited uneven changes following the COVID-19 pandemic.

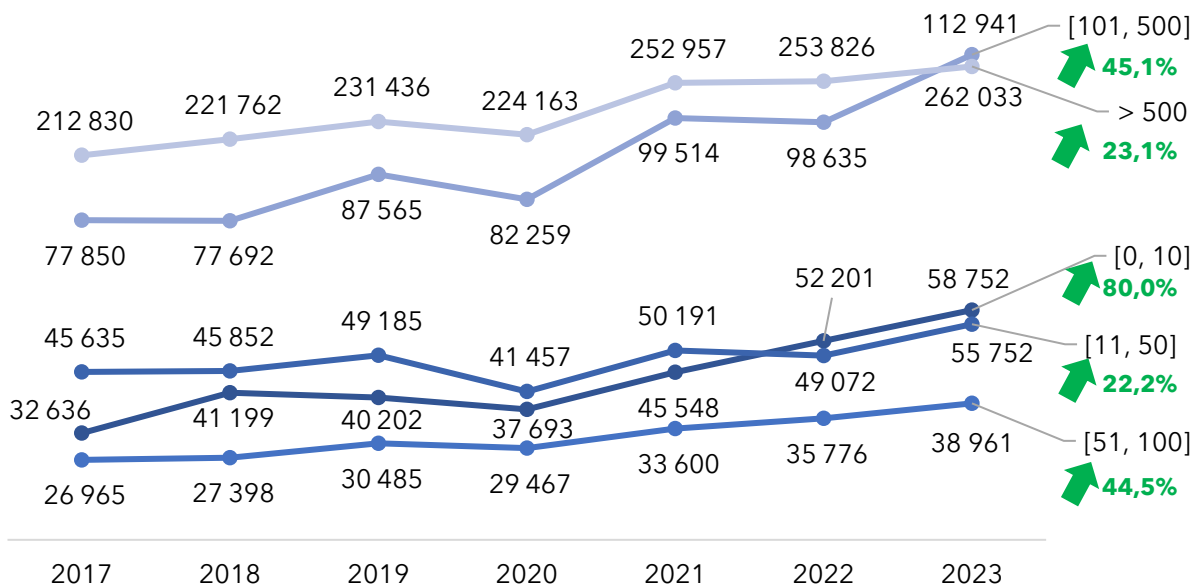
From 2017 to 2023, the distribution of cumulative value added among ALEs shifted unevenly across workforce size categories. By 2023, companies with more than 100 employees contributed 71% of total value added, a slight decrease from 73.5% in 2017. In contrast, businesses with fewer than 10 employees saw their share rise by 2.9 points, reaching 11.1%.

Table 25 - Cumulative value added by ALEs by workforce size category

Workforce size	2017		2018		2019		2020		2021		2022		2023	
	Cumulative Turnover in MDH	share in %	Cumulative Turnover in MDH	share in %	Cumulative Turnover in MDH	share in %	Cumulative Turnover in MDH	share in %	Cumulative Turnover in MDH	share in %	Cumulative Turnover in MDH	share in %	Cumulative Turnover in MDH	share in %
[0, 10]	32 636	8,2	41 199	10,0	40 202	9,2	37 693	9,1	45 548	9,5	52 201	10,7	58 752	11,1
[11, 50]	45 635	11,5	45 852	11,1	49 185	11,2	41 457	10,0	50 191	10,4	49 072	10,0	55 752	10,6
[51, 100]	26 965	6,8	27 398	6,6	30 485	6,9	29 467	7,1	33 600	7,0	35 776	7,3	38 961	7,4
[101, 500]	77 850	19,7	77 692	18,8	87 565	20,0	82 259	19,8	99 514	20,7	98 635	20,1	112 941	21,4
> 500	212 830	53,8	221 762	53,6	231 436	52,7	224 163	54,0	252 957	52,5	253 826	51,9	262 033	49,6
Total	395 916	100	413 904	100	438 873	100	415 040	100	481 810	100	489 509	100	528 440	100

Source: Based on data provided by The General Tax Administration (DGI)

Graph 20 - Cumulative value-added trends by workforce size (2017-2023)



Source: Based on data provided by The General Tax Administration (DGI)

5. Company Employment

- 5.1. Analysis of jobs and affiliation to CNSS (2016-2023)
- 5.2. Payroll analysis (2022-2023)
- 5.3. Job by gender 2023

5. Company employment

This chapter presents employment indicators for both legal entities and individuals reporting to the CNSS, organized along various analytical axes.

A dedicated section is allocated to a detailed gender-based analysis of employment.

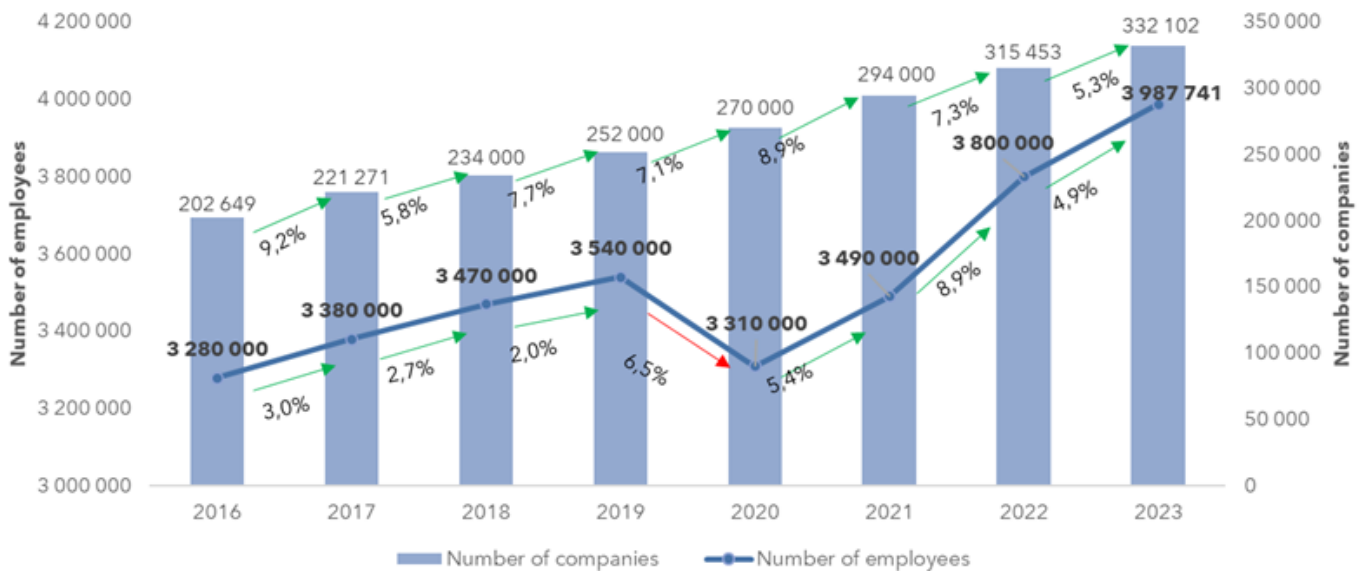
5.1. Analysis of jobs and affiliation to CNSS (2016-2023)

This section provides indicators on CNSS affiliations and registered jobs, categorized by geography, activity branch, workforce size, company category, age group, and salary bands.

The number of companies registered with the CNSS rose from 202,649 in 2016 to 332,102 in 2023, reflecting an average annual growth rate of 7.9%. However, this growth slowed to approximately 5% per year following the COVID-19 pandemic.

Jobs registered with the CNSS increased from 3,280,000 in 2016 to 3,987,741 in 2023, marking an average annual growth rate of 2.7%. Notably, this rate accelerated to 4.9% annually post-COVID, compared to 2% before the pandemic. This increase is largely attributed to CNSS efforts to raise awareness among businesses and enforce compliance with reporting requirements.

Graph 21 - Trends in the number of companies reporting to the CNSS and their jobs



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Employment trends have varied across regions in the post-COVID.

A regional analysis of ALEs registered with the CNSS and their employment figures from 2016 to 2023 reveals mixed trends following the pandemic. While the Souss-Massa region saw an increase in the number of ALEs, the Marrakech-Safi and Oriental regions experienced significant employment growth. In all other regions, growth rates have slowed.

In 2023, the Casablanca-Settat region accounted for 32.1% of ALEs and employed 38.3% of the total workforce, down from 36% of ALEs and 45.1% of employment in 2016. This decline was accompanied by a significant slowdown in job creation, with the region's average annual GDP growth post-COVID dropping to 1.1%, post covid, compared to 5.9% pre-COVID.

Conversely, the Tangier-Tetouan-Al Hoceima and Marrakech-Safi regions, which maintained average economic growth rates of 4.2% and 3.8%, respectively, saw their shares of declaring ALEs rise from approximately 9.1% to 10%. Additionally, their employment shares increased to 11.5% and 7.1% in 2023, up from 10.4% and 6.4% in 2016.

Table 26 - Regional breakdown and trends in the number of companies reporting to CNSS¹²

Region	2016	2017	2018	2019	2020	2021	2022	2023
Casablanca-Settat	36,0	34,6	34,2	34,0	33,5	33,1	32,5	32,1
Rabat-Sale-Kénitra	14,4	14,3	14,0	14,0	14,4	14,6	14,4	14,2
Tangier-Tetouan-Al Hoceima	9,1	8,9	9,3	9,4	9,5	9,7	9,8	10,0
Marrakech-Safi	9,1	9,2	9,3	9,4	9,5	9,3	9,7	9,9
Souss-Massa	7,7	7,9	7,8	7,8	7,9	8,1	8,2	8,5
Fez-Meknes	8,6	8,4	8,4	8,4	8,4	8,3	8,3	8,3
Oriental	5,2	5,5	5,3	5,5	5,5	5,7	5,7	5,7
Beni Mellal-Khenifra	3,8	4,0	3,8	3,7	3,8	3,8	3,8	3,7
Drâa-Tafilalet	2,6	2,4	2,7	2,7	2,8	2,7	3,0	3,0
Southern Regions	3,6	4,8	5,3	5,1	4,9	4,7	4,6	4,7
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

¹² The differences observed in the " Company employment " chapter regarding the 2022 results are due to updates and cross-referencing and enrichment processes carried out by the Observatory.

Table 27 - Regional breakdown and trends in the number of jobs declared to CNSS

Region	2016	2017	2018	2019	2020	2021	2022	2023
Casablanca-Settat	45,1	43,7	41,6	41,1	40,4	39,6	38,7	38,3
Rabat-Sale-Kénitra	14,7	14,5	14,7	14,4	14,8	15,1	14,9	14,7
Souss-Massa	9,6	10,0	11,0	11,1	10,9	11,3	11,6	11,9
Tangier-Tetouan-Al Hoceima	10,4	11,0	11,2	11,9	12,1	11,7	11,6	11,5
Marrakech-Safi	6,4	6,4	6,7	6,6	6,5	6,4	6,7	7,1
Fez-Meknes	6,0	5,9	6,2	6,1	6,3	6,6	6,5	6,4
Oriental	2,8	2,9	2,8	2,7	2,8	2,8	3,1	3,1
Beni Mellal-Khenifra	1,2	1,4	1,3	1,3	1,4	1,4	1,5	1,5
Drâa-Tafilalet	1,2	1,0	1,2	1,2	1,3	1,4	1,4	1,4
Southern Regions	2,5	3,2	3,4	3,5	3,5	3,8	3,9	4,3
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Employment Growth Slowed in Commerce and manufacturing industry in the post-COVID period

A sectoral analysis of ALEs registered with the CNSS and their employment figures from 2016 to 2023 reveals varying post-pandemic trends. While most sectors continued to grow, the commerce and “manufacturing industries” sectors faced noticeable slowdowns.

The “commerce; repair of motor vehicles and motorcycles” sector remained dominant, although its share of registered companies decreased from 26.3% in 2016 to 24.1% in 2023, and its employment share slightly declined from 16.9% to 16.8%. This slowdown coincided with a reduction in the sector's average annual GDP growth rate, dropping to 6.8% post-COVID compared to 15.2% pre-pandemic.

In contrast, the “accommodation and catering” and “information and communication” sectors demonstrated strong economic growth, with average annual increases of 18% and 9%, respectively. Despite this robust growth, their employment shares remained stable at around 5.1% and 2.1%. Additionally, both sectors experienced a slight reduction in their proportion of ALEs, with “accommodation and food services” declining from 8% to 7.2% and “information and communication” from 2% to 1.9%.

Table 28 - Sectoral breakdown of companies reporting to the CNSS

Activity branch	2016	2017	2018	2019	2020	2021	2022	2023
Commerce; automotive and motorcycle repair	26,3	25,8	25,8	25,6	25,5	25,4	24,7	24,1
Construction	17,1	16,7	16,5	16,4	16,6	16,6	16,1	15,7
Agriculture, forestry, and fishing	7,9	9,3	9,1	9	8,6	9	8,5	9
Specialized, scientific, and technical activities	8,3	8,3	8,5	8,4	8,4	8,2	8	8
Accommodation and catering services	8	7,8	7,7	7,7	7,5	6,9	7,2	7,2
Transport and warehousing	4,9	5	5,1	5,3	5,5	5,8	6	6
Manufacturing industry	7,2	6,8	6,6	6,4	6,3	6,2	6,1	6
Administrative and support service activities	4,3	4,4	4,6	4,9	4,9	4,7	4,8	4,9
Human health and social action	5	5,1	5,3	5,2	5,1	4,9	4,9	4,9
Other service activities	2,7	2,6	2,5	2,4	2,4	2,7	3,7	3,9
Education	3	2,9	2,9	2,8	2,8	2,8	2,8	2,8
Information and communication	2	1,9	1,9	1,8	1,8	1,8	1,9	1,9
Others	3,5	3,5	3,6	4	4,5	5	5,3	5,5
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Table 29 - Breakdown non-agricultural sectoral and trends in the number of jobs reported to the CNSS

Activity branch	2016	2017	2018	2019	2020	2021	2022	2023
Commerce; automotive and motorcycle repair	16,9	17	17,2	17,2	17,6	18,1	17,3	16,8
Administrative and support service activities	15,5	15,9	16,3	16,4	16,4	16,2	16,3	16,7
Manufacturing industry	19,7	19,6	19,3	19,1	18,7	18,1	17,1	16,5
Construction	17,8	17	16,6	16,4	16,6	17,1	16	15,7
Specialized, scientific, and technical activities	5,9	6,1	6,4	6,5	6,4	6,3	6,3	6,5
Accommodation and catering services	5,4	5,3	5,2	5,2	4,9	4,6	5,1	5,4
Education	3,9	4,1	4	4	4,1	4,1	4,4	4,6
Other service activities	2,3	2,3	2,3	2,2	2,2	2,2	4	4,2
Transport and warehousing	4	4	4	4,2	4,2	4,3	4,2	4,2
Information and communication	2	2,1	2,1	2,1	2	2,2	2,3	2,4
Human health and social action	1,8	1,8	1,9	1,9	2	2,1	2,2	2,4
Financial and insurance activities	2,5	2,5	2,5	2,4	2,4	2,3	2,1	2,1
Others	2,2	2,2	2,3	2,3	2,4	2,5	2,6	2,7
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Focus 5. Employment in the "Manufacturing Industry" Sector

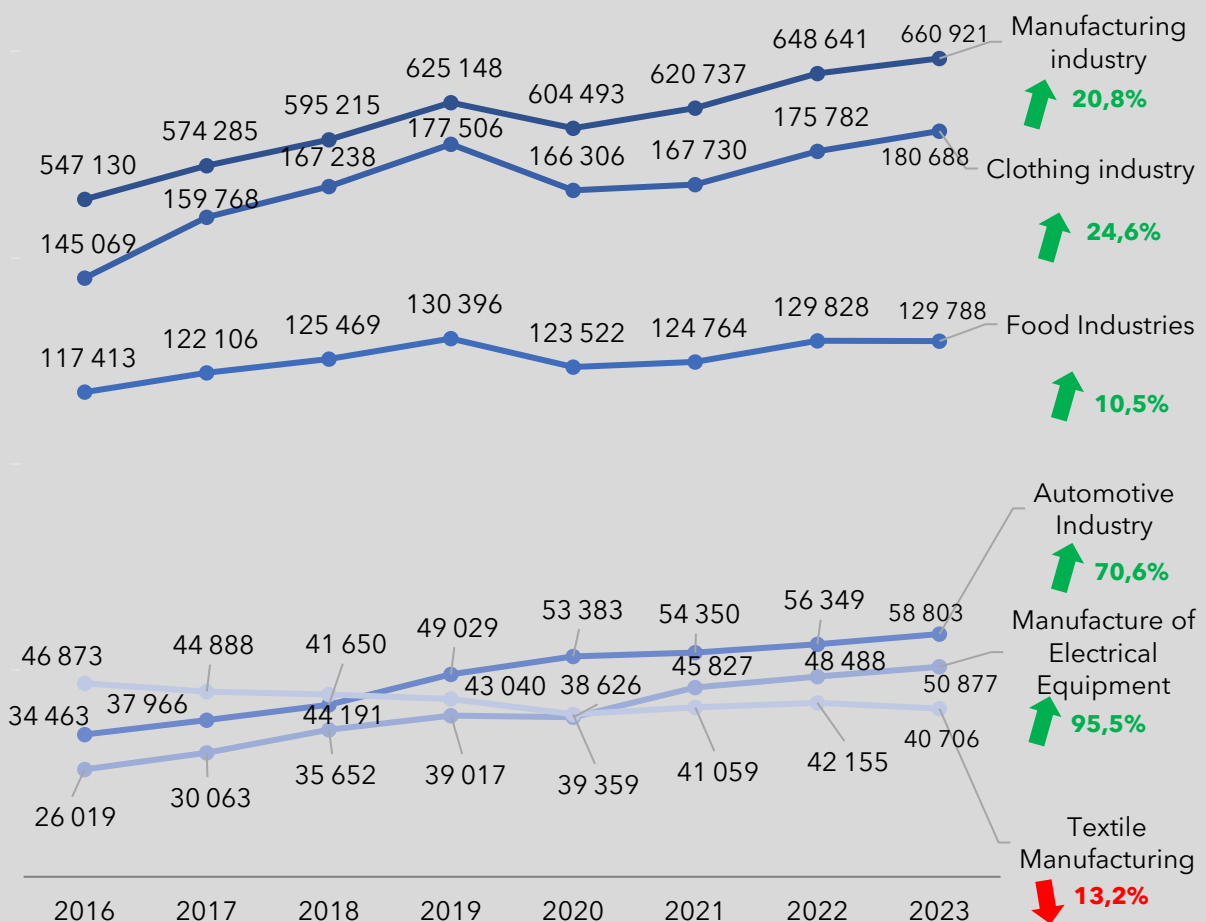
Between 2016 and 2023, employment in Morocco's "manufacturing industry" grew by 20.8%, rising from 547,130 to 660,921 jobs. The « clothing industry » remained the dominant sector, expanding by 24.6% from 145,069 to 180,688 jobs. Similarly, the "food industry" saw a 10.5% increase, reaching 129,788 jobs in 2023.

The "automotive industry" experienced the most impressive growth, surging by 70.6% over the period. Employment in this sector climbed from 34,463 to 58,803, driven by government initiatives that attracted major foreign investors, including two leading car manufacturers and several equipment suppliers. By 2019, the sector had moved up from 4th to 3rd place, thanks in part to the Peugeot factory launch in Kenitra, which contributed to a 17.7% rise in employment.

The « manufacture of electrical equipment » also saw remarkable growth, nearly doubling its workforce with a 95.5% increase, from 26,019 jobs in 2016 to 50,877 in 2023.

In contrast, the "textile manufacturing" experienced a decline, with employment dropping from 46,873 in 2016 to 40,706 in 2023, leading it to fall from 3rd to 5th place.

Evolution of employment in the manufacturing industry sector



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Share of employment and businesses in the "Automotive Industry" sector

Automotive Industry	2016	2017	2018	2019	2020	2021	2022	2023
Number of jobs	34 463	37 966	41 650	49 029	53 383	54 350	56 349	58 803
Weight of the branch in the manufacturing industry sector (%)	6,3	6,6	7	7,8	8,8	8,8	8,7	8,9
Nombre d'entreprises	190	201	213	227	235	244	251	263
Weight of the branch in the manufacturing industry sector (%)	1,3	1,3	1,4	1,4	1,4	1,3	1,3	1,3
Employment growth in %		10,2	9,7	17,7	8,9	1,8	3,7	4,4
Companies growth in %		5,8	6	6,6	3,5	3,8	2,9	4,8

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

An analysis of employment data by sector and region reveals that five key industries continue to be the main contributors to employment across Morocco.

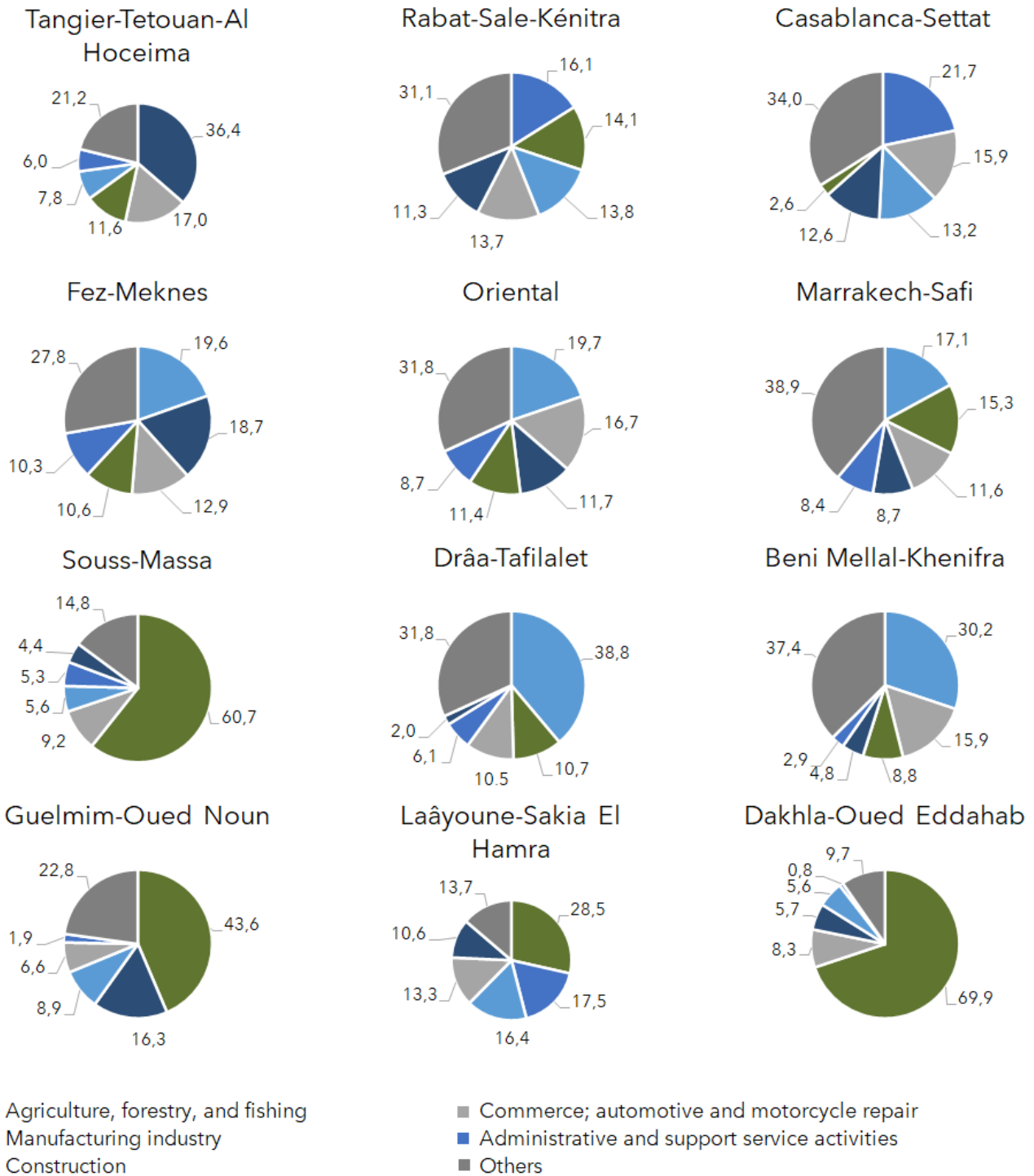
An analysis of employment by industry sector and region shows that in 2023, "administrative and support service activities" had the largest share of jobs in the Casablanca-Settat and Rabat- Sale-Kenitra regions, accounting for 21.7% and 16.1% of total registered employees, respectively.

In 2023, the "manufacturing industry" remained the leading employment sector in the Tangier-Tetouan-Al Hoceima region, accounting for 36.4% of total jobs, continuing its dominance from previous years.

Meanwhile, "agriculture, forestry, and fishing" were the primary sources of employment in the regions of Dakhla-Oued Eddahab (69.9%), Souss-Massa (60.7%), Guelmim-Oued Noun (43.6%), and Laâyoune-Sakia El Hamra (28.5%).

In the Drâa-Tafilalet, Beni Mellal-Khénifra, Oriental, Fez-Meknes, and Marrakech-Safi regions, construction was the top employment sector, representing 38.8%, 30.2%, 19.7%, 19.6%, and 17.1% of total declared jobs, respectively (see Graph 22).

Graph 22 - Regional Distribution of Jobs Across the Five Key Sectors in 2023 (%)



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

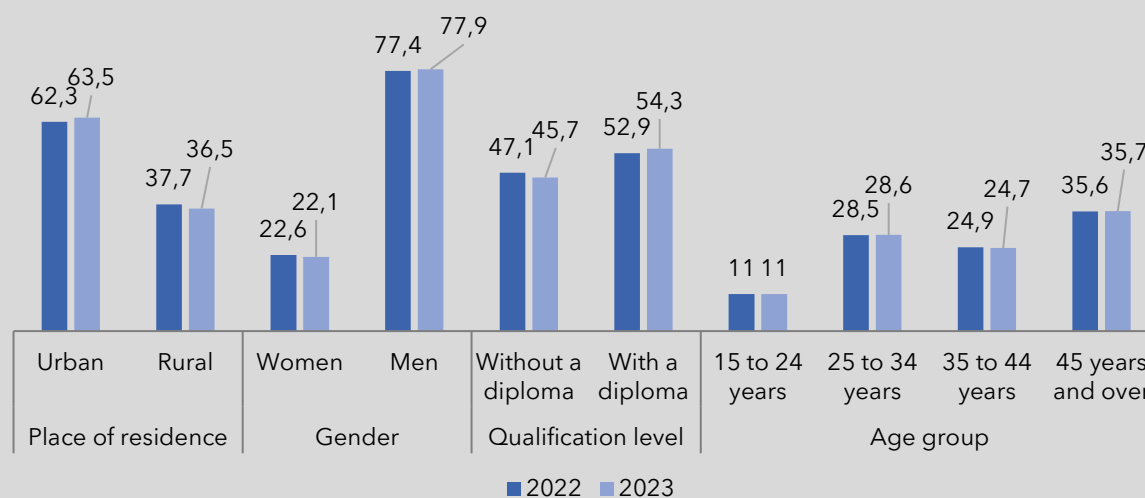
Box 6. The situation of the job market in Morocco - HCP

In 2023, the active population¹³ saw a slight decline of 0.2%, following a 0.7% drop in 2022, bringing the total to 12.2 million people. This decline affected women exclusively, lowering the female participation rate to 22.1%, a decline of 0.5 points.

While urban employment improved, rising by 1.2 points, rural employment declined, impacted by several consecutive years of drought.

The workforce remains largely unskilled, with 45.7% of workers having no formal education. Additionally, 39.6% of the active population is aged 15 to 34 years.

Graph - Composition of the active population - in %



Source: HCP

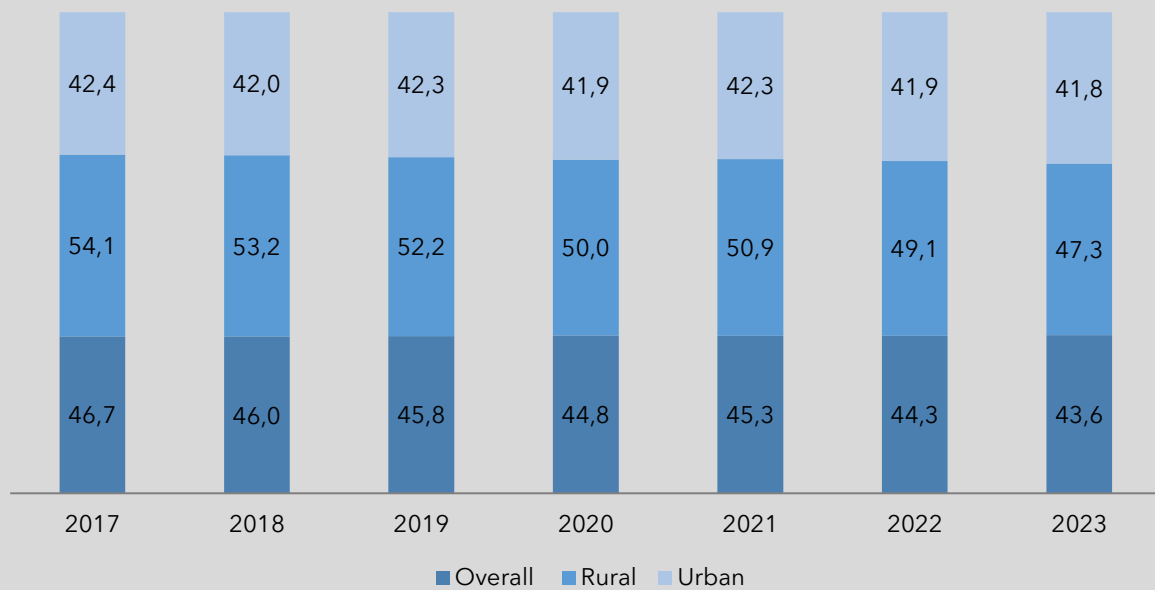
With a 1.4% increase in the population aged 15 and older, the activity rate¹⁴ fell by 0.7 percentage points between 2022 and 2023, settling at 43.6%.

The decline was more significant in rural areas, where the rate dropped from 49.1% to 47.3% (-1.8 points). In contrast, the urban activity rate remained virtually unchanged at 41.8%.

¹³ It refers to the workforce available for the production of goods and services, either employed or seeking a job.

¹⁴ It is the ratio of the number of active individuals (employed or unemployed) to the working-age population.

Graph - Trends in the activity rate - in %



Source: HCP.

An analysis of regional activity rate trends shows that five regions recorded above the national average of 43.6% in 2023: Tangier-Tetouan -Al Hoceima (48.7%), Casablanca-Settat (46.1%), Southern regions (45.3%), Marrakech-Safi and Rabat- Sale-Kenitra (44%).

In contrast, the lowest activity rates were observed in: The Oriental region (40.1%), Beni Mellal-Khenifra (40%) and Souss-Massa (39%).

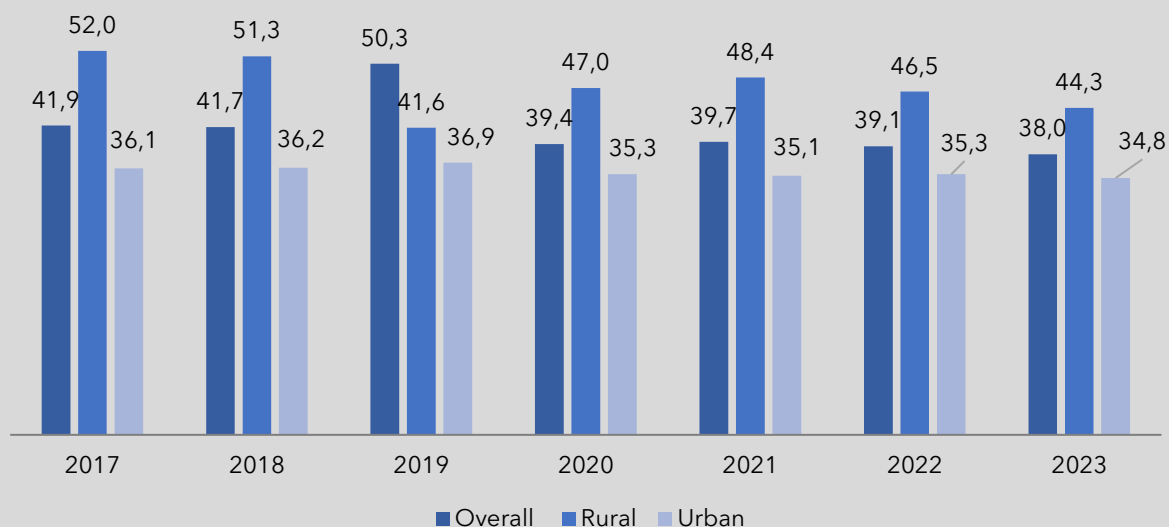
Table - Activity rates by region and place of residence (%)

	2022			2023			Variation 2023-2022		
	Overall	Rural	Urban	Overall	Rural	Urban	Overall	Rural	Urban
National	44,3	49,1	41,9	43,6	47,3	41,8	-0,7	-1,8	-0,1
Tangier-Tetouan-Al Hoceima	50,1	58,2	45,6	48,7	55,7	44,8	-1,4	-2,5	-0,8
Casablanca-Setta	46,7	56,2	44,2	46,1	52,9	44,3	-0,6	-3,3	0,1
Rabat-Sale-Kenitra	44,3	50,6	42,2	44,0	49,9	42,1	-0,3	-0,7	-0,1
Marrakech-Safi	45	48,2	41,4	44,0	46,0	41,7	-1,0	-2,2	0,3
Fez-Meknes	42,2	48,3	39,1	41,8	46,5	39,4	-0,4	-1,8	0,3
Drâa-Tafilalet	41	43,1	37,6	41,7	43,5	38,7	0,7	0,4	1,1
Oriental	42	45,4	40,8	40,1	43,5	38,9	-1,9	-1,9	-1,9
Beni Mellal-Khenifra	42,2	48,6	36,8	40,0	45,4	35,5	-2,2	-3,2	-1,3
Souss-Massa	38,3	35,9	39,7	39,0	35,8	40,7	0,7	-0,1	1,0
Southern Regions	44,5	51,6	42,8	45,3	53,8	43,4	0,8	2,2	0,6

Source : HCP

The employment rate¹⁵ fell from 39.1% to 38% nationwide (-1.1 points), with a more significant decline in rural areas, dropping 2.2 points from 46.5% to 44.3%, while in urban areas, it saw a smaller decrease of 0.5 points, from 35.3% to 34.8%.

Graph - Employment rate trends since 2017 - in %



Source : HCP

Job creation by employment type and area

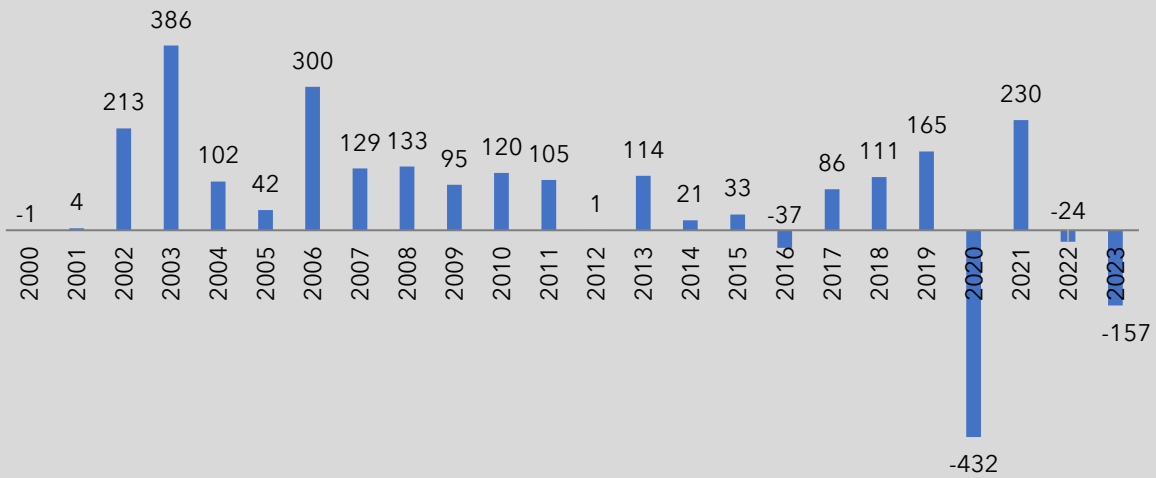
In 2023, Morocco saw a net loss of 157,000 jobs, following a decline of 24,000 jobs in 2022. This marks the second-largest drop in the past two decades, after the economic downturn caused by the 2020 health crisis.

The decline was mainly due to a loss of 198,000 jobs in rural areas, partially offset by the creation of 41,000 jobs in urban areas.

By employment type, paid employment grew by 50,000 jobs, driven by 59,000 new jobs in urban areas, while 9,000 jobs were lost in rural areas. Unpaid employment saw a sharp decline of 209,000 jobs, with 190,000 losses in rural areas and 19,000 in urban areas.

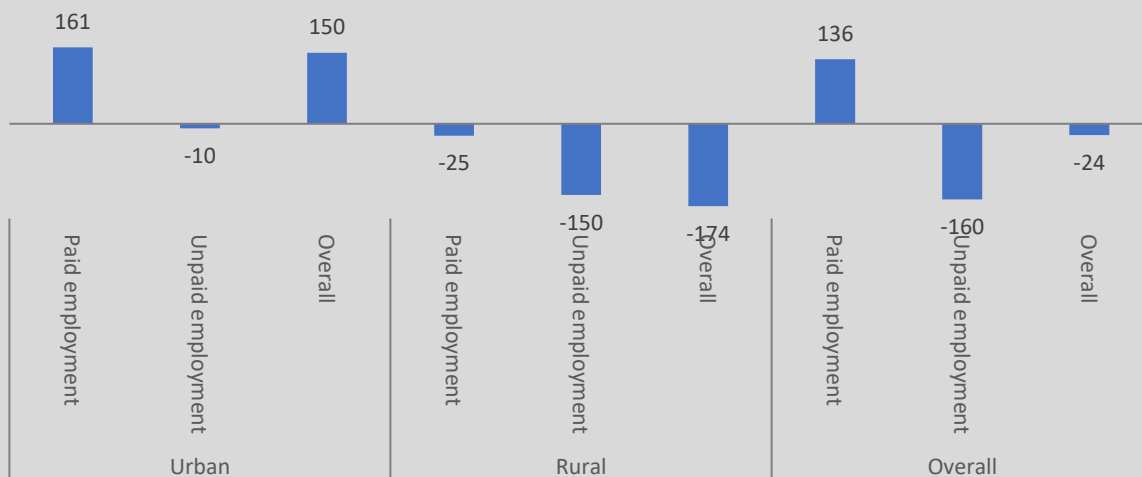
¹⁵ It is the ratio of the employed active population aged 15 and over to the total population aged 15 and over.

Graph - Job creations since 2000 in thousands



Source: HCP

Graph - Net employment change between 2022 and 2023 by job type and residence area - in thousands



Source: HCP

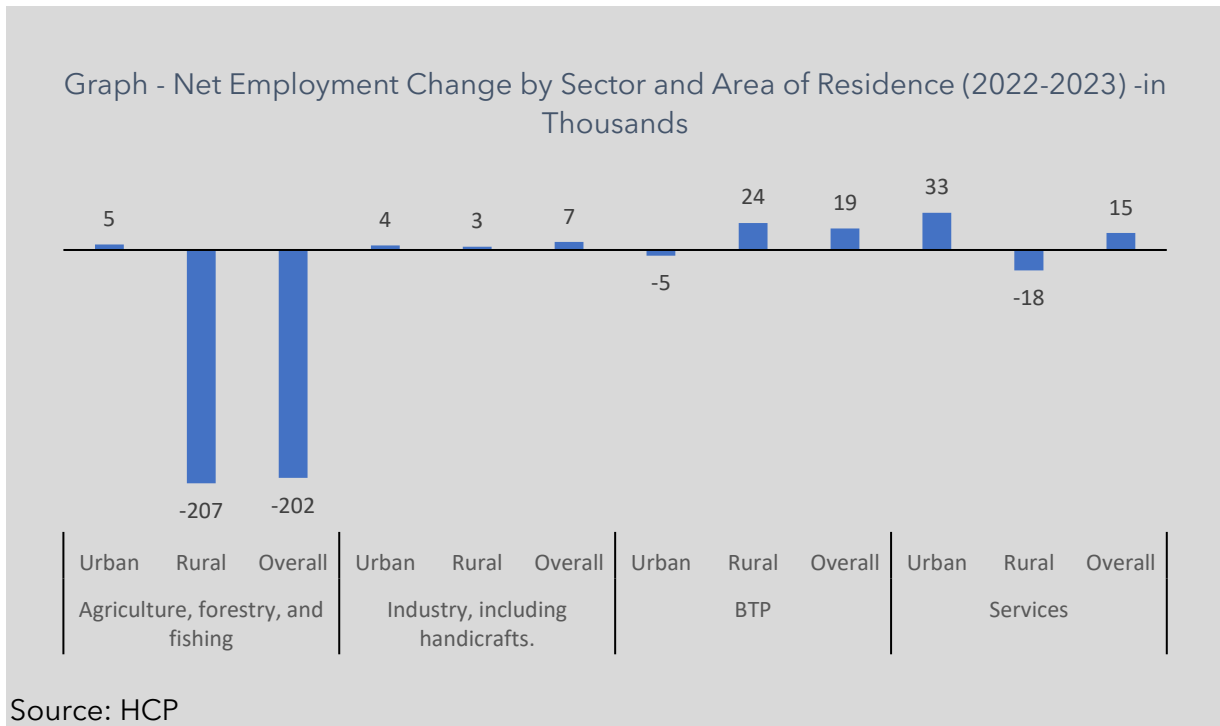
Job creation by activity branch

In 2023, the sector BTP created 19,000 jobs nationwide, with (24,000 new jobs in rural areas, while urban areas recorded a loss of 5,000 jobs).

The services sector created 15,000 jobs, driven by 33,000 new positions in urban areas, though this was offset by a loss of 18,000 jobs in rural areas.

“The industry sector, including handicrafts”, added 7,000 jobs nationwide, (with 4,000 in urban areas and 3,000 in rural areas).

Meanwhile, the “agriculture, forestry, and fishing sector” saw a sharp decline of 202,000 jobs, with 207,000 losses in rural areas, partially offset by a gain of 5,000 jobs in urban areas.



Most ALEs declared to CNSS have fewer than 10 employees

Meanwhile, the share of businesses with 11 to 50 employees saw a slight increase, rising from 10.7% in 2016 to 11.1% in 2023.

Table 30 - Distribution and trend in the number of companies registered with CNSS by workforce size class

Workforce size	2016	2017	2018	2019	2020	2021	2022	2023
[0, 10]	85,7	86,0	86,1	86,3	86,8	87,1	86,6	85,7
[11, 50]	10,7	10,4	10,4	10,3	10,0	9,8	10,2	11,1
[51, 100]	1,7	1,7	1,6	1,6	1,5	1,5	1,5	1,6
[101, 500]	1,6	1,5	1,5	1,5	1,4	1,3	1,3	1,3
+500	0,4	0,4	0,4	0,3	0,3	0,3	0,3	0,3
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Table 31 - Distribution of jobs declared to CNSS by company category¹⁶

Company category	2016	2017	2018	2019	2020	2021	2022	2023
Micro [0,3]	17,5	19,1	18,4	21,5	21,6	23,3	25,0	26,2
VSE [3,10]	12,7	12,3	13,1	12,4	12,5	12,0	12,0	10,9
SE]10,50]	24,4	23,4	23,8	22,1	23,0	22,1	19,5	18,9
ME]50,175]	17,4	18,1	17,4	17,1	16,8	15,7	17,1	16,0
LE > 175	28,0	27,2	27,3	26,9	26,1	26,9	26,3	28,0
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Younger firms have yet to recover their pre-pandemic employment growth

Between 2016 and 2023, an analysis of employment distribution by firm age shows that start-ups and firms aged 2 to 5 years saw their employment growth increase from 4.4% to 5.1% and from 14.9% to 16.9%, respectively. However, these growth rates remain below the levels observed before the COVID-19 pandemic.

In contrast, firms aged 6 to 10 years experienced stronger employment growth post-COVID compared to their performance before the pandemic. Meanwhile, firms over 10 years old accounted for an average of 61.1% of total employment during the studied period and saw a slight increase in employment following the pandemic.

Table 32 - Employment trends declared to CNSS by company age group (2017-2023)

Age group	Evolution							Average annual evolution before Covid (2017-2019)	Average evolution post Covid (2023-2022)
	2017/2016	2018/2017	2019/2018	2020/2019	2021/2020	2022/2021	2023/2022		
< 2ans	19,3	-4,8	44,7	-27,1	12,8	12,4	10,2	16,1	10,2
[2, 5]	4,8	3,3	9,3	-2,5	39,8	1,6	-0,7	4,6	-0,7
[6, 10]	31,5	-18,7	1,6	-5,8	21,9	10,4	5,7	2,1	5,7
> 10 ans	0,7	17,8	5,2	2,9	-8,5	9,1	6,6	6,2	6,6

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

¹⁶ The differences from the 2023 annual report are due to database updates and the use of a machine learning algorithm to enhance the classification of business categories

Table 33 - Distribution of jobs declared to CNSS by company age group

Age Group	2016	2017	2018	2019	2020	2021	2022	2023
< 2 ans	4,4	4,9	4,4	5,9	4,4	4,7	4,9	5,1
[2, 5]	14,9	14,4	14,1	14,4	14,2	19,0	17,9	16,9
[6, 10]	19,1	23,2	17,8	16,9	16,1	18,9	19,3	19,4
> 10 ans	61,6	57,5	63,8	62,8	65,3	57,4	57,9	58,6
Total	100	100	100	100	100	100	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

VSMEs under 5 years old account for nearly 21% of jobs, compared to 1.3% for large enterprises in the same age group.

In 2023, VSMEs aged five years or younger accounted for 20.7% of all declared jobs, up from 20.1% in 2022. In contrast, large enterprises represented 1.3% of jobs within the same age category, marking an increase of 0.6 percentage points (see Table 34).

Table 34 - Distribution of jobs declared to CNSS by company category and age group in (%)

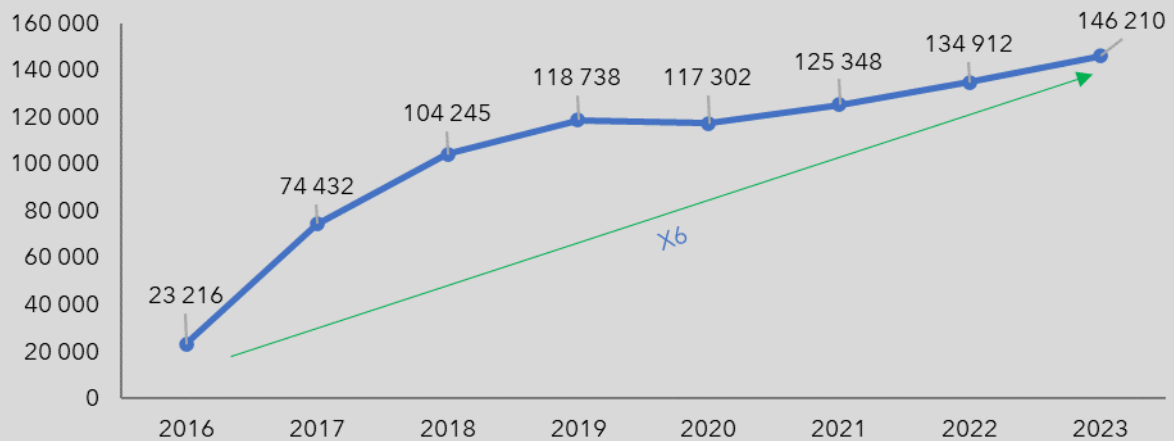
Year	VSME		LE	
	<= 5 ans	> 5 ans	<= 5 ans	> 5 ans
2022	20,1	56,3	0,7	22,9
2023	20,7	49,4	1,3	28,6

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Box 7. ANAPEC-facilitated employment

The graph below illustrates a remarkable growth in ANAPEC -facilitated employment, increasing from 23,216 jobs in 2016 to 146,210 jobs in 2023, representing a sixfold growth. Notably, in 2020, there was a slight 1.2% year-over-year decline due to the impacts of the COVID-19 pandemic. However, the upward trend resumed in 2021, and by 2023, employment had surged to 146,210 jobs, reflecting an 8.4% year-over-year increase.

Number and trends of ANAPEC-facilitated jobs reported to the CNSS



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Casablanca-Settat region accounts for nearly 37% of ANAPEC -facilitated Jobs

In 2023, the Casablanca-Settat region remained the top contributor to ANAPEC-facilitated employment, accounting for 36.7% of all declared jobs.

Following closely, the Rabat-Sale-Kenitra and Tangier-Tetouan-Al Hoceima regions ranked second and third, with 21.1% and 17.7% of the total jobs, respectively.

Notably, the Rabat-Sale-Kenitra region experienced a 2.8-point decline compared to 2022, reflecting a 4% decrease in ANAPEC facilitated jobs.

In contrast, the Fez-Meknes region saw significant growth, increasing its share from 8.2% in 2022 to 9.9% in 2023, a rise of 1.7 percentage points or 30.6%.

The Oriental region stood out with the highest growth in ANAPEC-facilitated employment in 2023, achieving an impressive 51% increase.

In contrast, the Laâyoune-Sakia El Hamra region, representing 0.5% of ANAPEC-facilitated jobs and maintaining its share over the past two years, experienced a 5% annual decline.

Regional breakdown and evolution of ANAPEC-facilitated jobs

Region	Shares in %		Annual evolution in %
	2022	2023	
Casablanca-Settat	36,8	36,7	8,3
Rabat-Sale-Kenitra	23,9	21,1	-4
Tangier-Tetouan-Al Hoceima	17,1	17,7	12,4
Fez-Meknes	8,2	9,9	30,6
Souss-Massa	5,2	4,9	0,7
Marrakech-Safi	3,7	3,9	12,9
Oriental	2,3	3,2	51
Beni Mellal-Khenifra	1,3	1,2	-0,8
Drâa-Tafilalet	0,6	0,5	-2,9
Southern Regions	0,9	0,9	-1,4
Total	100	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Large companies accounted for nearly 56% of ANAPEC-facilitated jobs in 2023

In 2023, large enterprises dominated ANAPEC - facilitated employment, accounting for 55.9% of all declared jobs. This marks a 4.1 point increase compared to 2022, reflecting a 17.2% growth in the number of trainees within this category.

In contrast, very small enterprises (VSEs) and medium-sized enterprises (MEs) saw their shares decline from 8.1% to 6% and from 12.8% to 10.5%, respectively. This corresponds to annual reductions of 19.2% and 11.3% in the number of trainees.

On the other hand, Microenterprises maintained their share at 16.8%, while still achieving a positive growth of 8.5%.

Breakdown and trends of ANAPEC-facilitated jobs by company category.

Company category	Shares in %		Annual evolution in %
	2022	2023	
Micro [0,3]	16,8	16,8	8,5
VSE]3,10]	8,1	6,0	-19,2
SE]10,50]	10,5	10,7	10,9
ME]50,175]	12,8	10,5	-11,3
LE > 175	51,8	55,9	17,2
Total	100	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

More than half the ANAPEC-facilitated jobs are concentrated in companies with a workforce exceeding 500 employees

The distribution of ANAPEC-facilitated jobs by workforce size in 2023 reveals that over 55% are concentrated in companies with more than 500 employees.

While this represents a 0.9 point decline from the previous year, it also shows a 0.6-point increase compared to 2022.

Additionally, 18.3% of these jobs are held by companies employing 101 to 500 workers, which is a 0.9 point decrease from the previous year, despite a 3.6% year-over-year increase in the number of trainees.

In contrast, companies with 51 to 100 employees accounted for just 5.4% of ANAPEC-facilitated jobs in 2023. However, they experienced the most substantial growth, increasing their share to 13.9%.

Breakdown and trends of ANAPEC-facilitated jobs by Workforce Size Class

Workforce Size	Shares in %		Annual evolution in %
	2022	2023	
[0, 10]	10,2	10,2	8,9
[11, 50]	11	11	8,8
[51, 100]	5,2	5,4	13,9
[101, 500]	19,2	18,3	3,6
+ 500	54,4	55	9,8
Total	100	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

ANAPEC-facilitated job numbers increased in most activity branches Except "Agriculture, Forestry, and Fisheries ", and "Education."

In 2023, the "Manufacturing industry" activity branch accounted for the largest share of ANAPEC-facilitated jobs, constituting 33.8% of the total workforce. Coming second was the "Commerce; automotive and motorcycle repair" activity branch with a share of 24.7% The "Administrative and support services" activity branch came in third position, contributing 6.9% to the total of ANAPEC-facilitated jobs, a slight 0.4-point decrease compared to 2022. Meanwhile, the "Transport and Warehousing" and "Information and Communication" sectors saw notable increases in trainee numbers, rising by 40.8% and 39.1% respectively, year-over-year. In contrast, "Agriculture, Forestry, and Fishing" experienced a sharp annual decline of 36.1%.

Breakdown and trends of ANAPEC-facilitated jobs by activity branch

Activity branch	Shares in %		Annual evolution in %
	2022	2023	
Manufacturing industry	33,4	33,8	9,6
Commerce ; automotive and motorcycle repair	24,8	24,7	8
Administrative and support service activities	7,3	6,9	3,1
Specialized, scientific, and technical activities	6,4	6,5	9,5
Education	6,9	5,7	-10,8
Human health and social action	4	4,6	24
Financial and insurance activities	3,1	3,4	17,2
Construction	3,1	3,2	12,6
Information and communication	2,2	2,8	39,1
Accommodation and catering services	2,6	2,8	14,3
Other service activities	2,6	2,3	-1,3
Transport and warehousing	1,2	1,5	40,8
Agriculture, forestry, and fishing	1,4	0,8	-36,1
Others	1	0,9	9,6
Total	100	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

5.2. Payroll analysis (2022-2023)

In 2023, the cumulative payroll reported to the CNSS amounted to MAD 204.2 billion of dirhams, reflecting a year-on-year increase of 9.7%, after a growth rate of 10.2% in 2022.

La The increase in payroll was more pronounced in the “accommodation and catering” and “education” sectors.

In 2023, payroll costs increased significantly in "Accommodation and catering" (22.2%) and "Education" (17.2 %). These sectors also experienced notable growth in employment over the same period, with a rise of 11% and 10.3% respectively.

On the other hand, the "Commerce; automotive and motorcycle repair," "Manufacturing industry," and "Construction" branches continued to lead in terms of their contribution to the payroll, accounting for respective proportions of 17.9%, 16.1 %, and 9.9% in 2023. Collectively, these activities generated nearly 44% of the total payroll by employing 49% of the declared workforce (see Table 35).

Table 35 - Sectoral Breakdown and Annual Evolution of the Payroll

Activity branch	2022		2023		Evolution of the payroll in %
	In MMDH	Shares in%	In MMDH	Shares in%	
Commerce ; automotive and motorcycle repair	33,9	18,2	36,6	17,9	7,9
Manufacturing industry	30,9	16,6	33,0	16,1	6,8
Construction	18,7	10,1	20,2	9,9	7,6
Specialized, scientific and technical activities	17,3	9,3	19,6	9,6	13,0
Administrative and support service activities	17,4	9,4	19,5	9,5	11,7
Financial and insurance activities	13,9	7,5	14,4	7,1	3,8
Agriculture, forestry and fisheries	10,1	5,4	11,1	5,4	9,8
Transport and warehousing	8,8	4,7	9,7	4,8	10,6
Information and communication	7,9	4,2	9,1	4,4	14,9
Education	7,1	3,8	8,3	4,1	17,2
Accommodation and catering	6,5	3,5	7,9	3,9	22,2
Other service activities	4,1	2,2	4,4	2,1	5,6
Human health and social action	3,5	1,9	3,9	1,9	12,3
Others	6,0	3,2	6,7	3,3	
Total	186,2	100	204,2	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Payroll increases in 2023 affected all company categories.

The breakdown by workforce size shows that the payroll of companies employing 11 to 50 employees recorded an annual increase of 14.2% in 2023, contributing 16.4% of total payroll, up from 15.8% in 2022. Meanwhile, companies with more than 500 employees saw their payroll grow by 8.2%, accounting for 37.3% of total payroll. (See Table 36).

Table 36 - Distribution and Trends of Payroll by Workforce Size Category

Workforce Size	2022		2023		Evolution of the payroll in %
	In MMDH	Shares in%	In MMDH	Shares in%	
[0, 10]	25,5	13,7	28	13,7	9,8
[11, 50]	29,4	15,8	33,5	16,4	14,2
[51, 100]	17,0	9,1	18,4	9,0	8,5
[101, 500]	43,9	23,6	48,1	23,5	9,4
>500	70,3	37,8	76,1	37,3	8,2
Total	186,2	100	204,2	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

In 2023 ,74% of CNSS-declared employees earned less than MAD 4,000 against 76% in 2022

The breakdown of jobs by salary band in 2023 reveals that 74.3% of employees earned less than MAD 4,000, representing a decline of 1.5 points compared to 2022. Furthermore with 54.8%¹⁷ receiving no more than the minimum wage. Against 44%¹⁸ in 2022¹⁹ This situation is primarily attributed to the part-time nature of these positions, making it impossible to meet the stipulated minimum wage requirements.

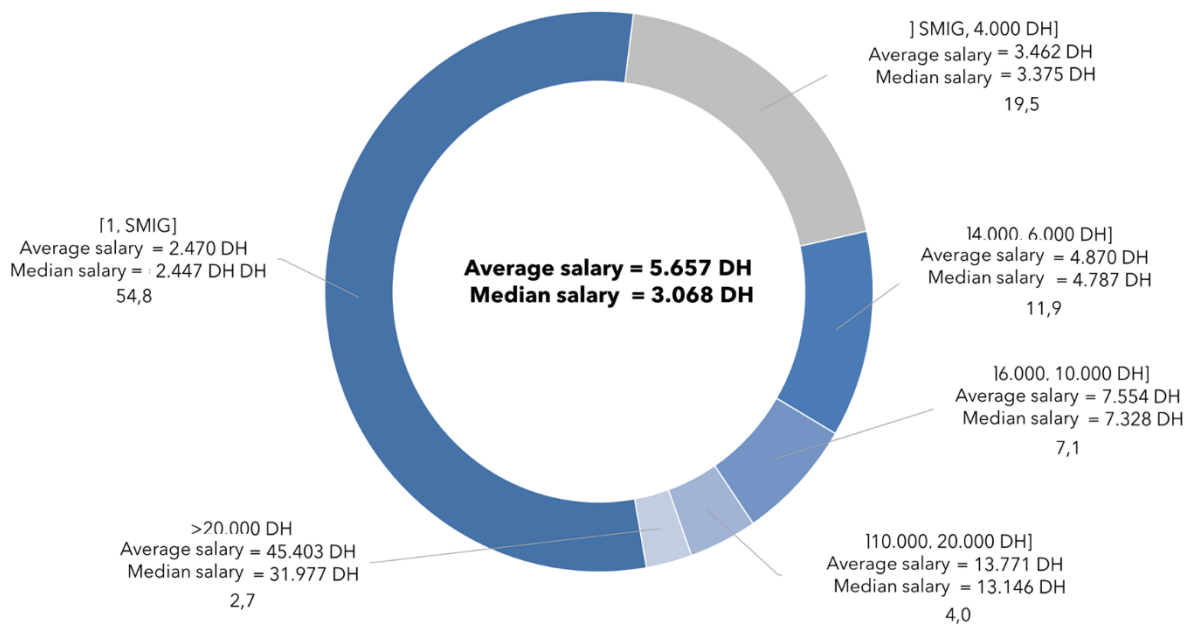
On the other hand, only 2.7% of employees earned more than MAD 20,000 (see Graph 24).

¹⁷ The value of the minimum wage (SMIG) in 2023.

¹⁸ The value of the minimum wage (SMIG) in 2022.

¹⁹ It should be noted that the minimum wage (SMIG) increased by 5% in 2023, which led to a change in the salary range thresholds adopted (see methodology).

Graph 24 - Breakdown of jobs declared to the CNSS by salary band - in %



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

The breakdown of jobs by company age and salary band shows that companies less than 2 years old paid nearly 65% of their employees less than the minimum wage (SMIG). For companies more than 10 years old, this proportion was 47.1% (see Table 37).

Table 37 - Distribution of Jobs by company age and salary band in 2023

Company age	[1, SMIG]		] SMIG, 4.000 DH]		]4.000, 6.000 DH]		]6.000, 10.000 DH]		]10.000, 20.000 DH]		>20.000 DH	
	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %	In numbers	In %
<2 ans	142 701	62,7	46 995	20,7	20 194	8,9	9 979	4,4	4 760	2,1	2 923	1,3
[2, 5]	480 745	64,4	123 811	16,6	75 422	10,1	39 259	5,3	17 875	2,4	9 358	1,3
[6, 10]	537 787	62,8	143 887	16,8	85 048	9,9	47 861	5,6	25 012	2,9	17 126	2,0
>10 ans	1 223 070	47,1	564 171	21,7	363 218	14,0	217 019	8,4	133 425	5,1	95 471	3,7

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Cross-analysis of jobs by company category and salary band reveals that in microenterprises, 84.6% of employees earned no more than MAD 4,000, while this proportion rose to 60% % for large companies (see Table 38).

Table 38 - Distribution of Jobs by Company Category and Salary band in 2023

Company Category	[1, SMIG]		] SMIG, 4.000 DH]		]4.000, 6.000 DH]		]6.000, 10.000 DH]		]10.000, 20.000 DH]		>20.000 DH	
	In numbers	En %	In numbers	En %	In numbers	En %	In numbers	En %	In numbers	En %	In numbers	En %
Micro [0,3]	818 246	65,5	238 818	19,1	111 443	8,9	56 189	4,5	18 947	1,5	5 255	0,4
VSE]3, 10]	299 557	57,7	108 013	20,8	60 714	11,7	31 887	6,1	13 292	2,6	5 931	1,1
SE]10, 50]	532 249	59,0	170 845	18,9	99 626	11,0	54 877	6,1	27 861	3,1	16 312	1,8
ME]50, 175]	435 947	57,1	140 536	18,4	87 177	11,4	50 706	6,6	28 801	3,8	20 548	2,7
LE > 175	525 926	39,4	272 282	20,4	209 040	15,7	142 494	10,7	102 816	7,7	80 589	6,0

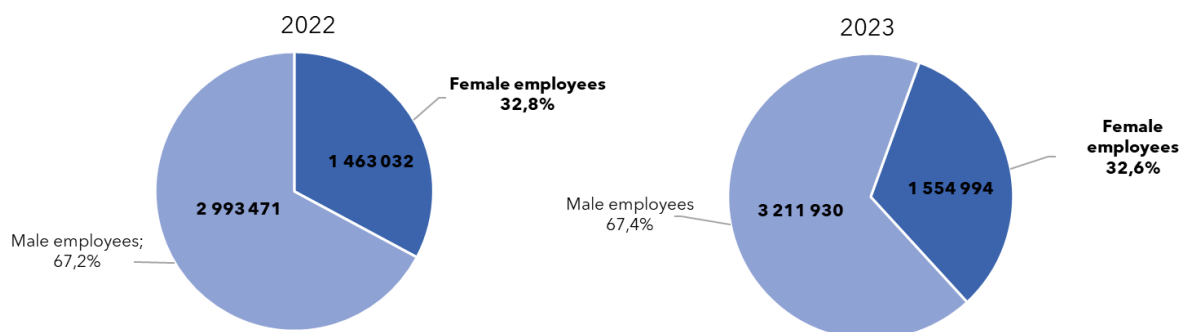
Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

5.3. Employment by gender 2023

This section provides a gender-based analysis of indicators related to jobs reported to CNSS in 2023, based on the following axes: salary band, region, activity branch, company age and category.

The total workforce considered in this analysis comprises 4,766.924²⁰ employees, 1,554,994 being women accounting 32.6% of the total, a 0.2 percentage point decrease from 2022. (see Graph 25).

Graph 25 - Gender based breakdown of declared jobs

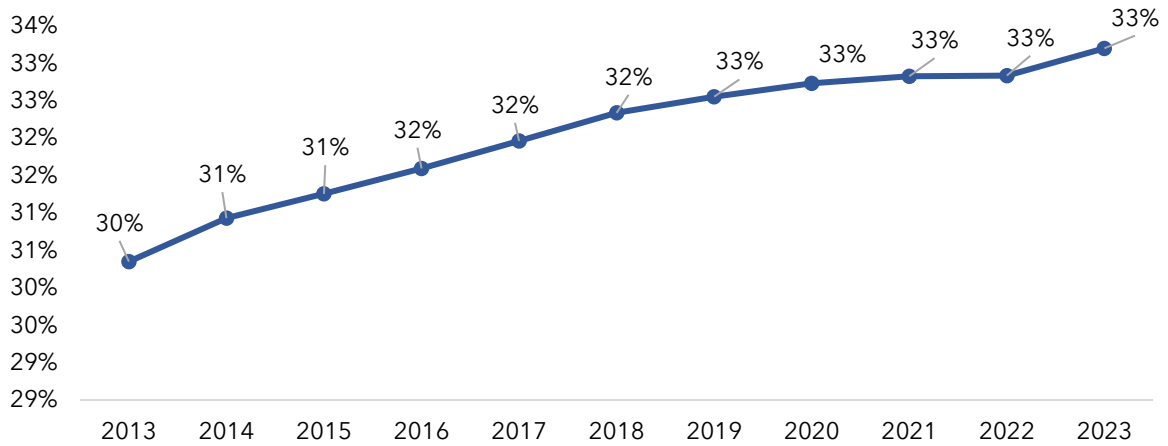


Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

²⁰ This figure takes into account repeated declarations by companies affiliated with the CNSS.

Between 2013 and 2018, the proportion of women in the workforce increased slightly, but from 2019 onward, it leveled off at 33%. This trend highlights the ongoing challenges women face in fully integrating into the labor market

Graph 26 - Female Employment Trends between 2013 and 2023



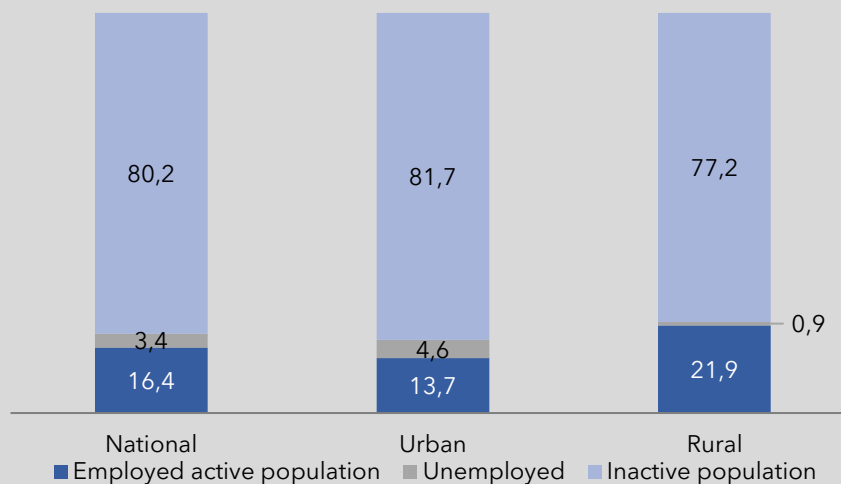
Source: CNSS Data.

Box 8. Female employment

The following section offers an overview of women’s participation in Morocco’s labor market in 2022, based on data from the HCP.

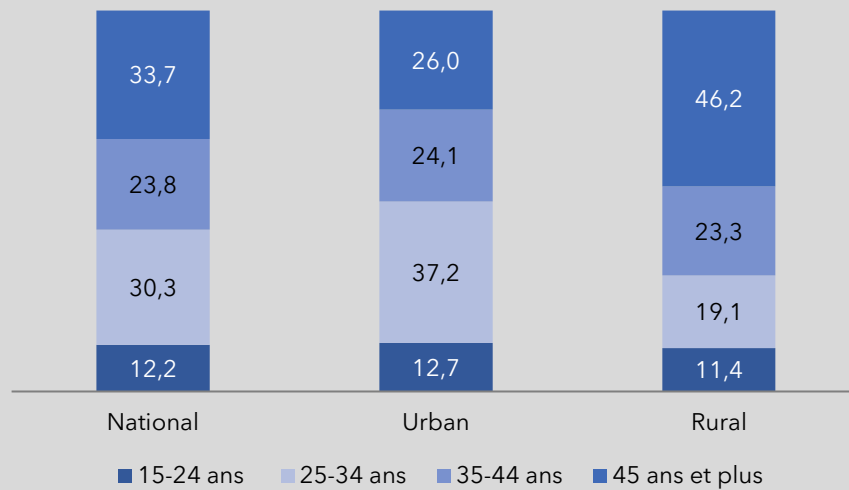
The percentage of employed women is higher in rural areas (21.9%) compared to the national level (16.4%) and urban areas (13.7%). Although the majority of women remain inactive, this inactivity rate is slightly higher in urban areas (81.7%) compared to the national level (80.2%) and rural areas (77.2%). This could be due to various socio-economic and cultural factors influencing women's participation in the labor market.

Graph - Structure of the female population aged 15 and over by type of activity and place of residence - in %



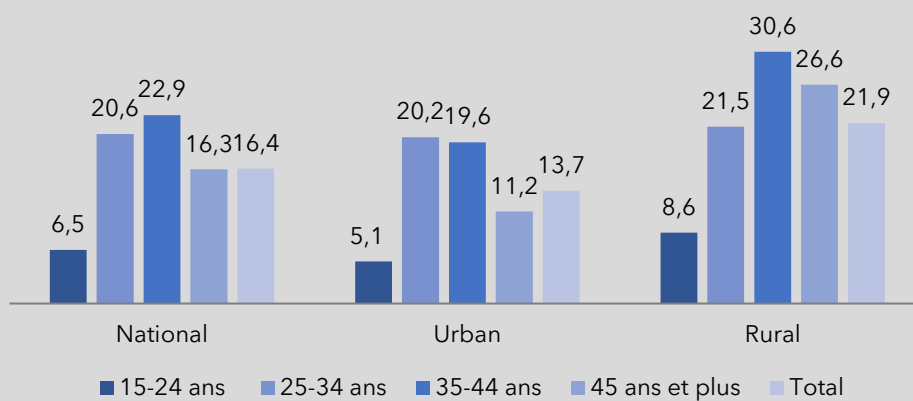
At the national level, women aged 45 and older represent the largest share of employed women (33.7%), followed by those aged 25 to 34 (30.3%). In urban areas, women aged 25 to 34 make up the majority (37.2%), while in rural areas, women aged 45 and older dominate (46.2%).

Graph- Structure of the active female population aged 15 and older by age and residence area - in %



Nationally, the highest employment rates are found among individuals aged 35 to 44 (22.9%) and those aged 25 to 34 (20.6%). In urban areas, employed women aged 25 to 34 are the most prevalent, with an employment rate of 20.2%, whereas in rural areas, women aged 35 to 44 have the highest employment rate at 30.6%. Young people aged 15 to 24 show lower employment rates, particularly in urban areas (5.1%) compared to rural areas (8.6%).

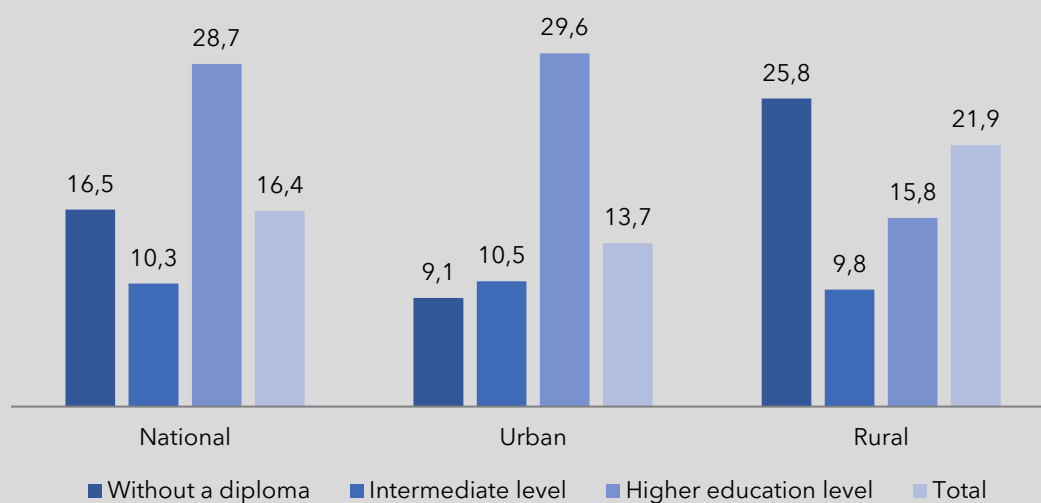
Graph - Employment rate of the population aged 15 and over by age and residence area - in %



In rural areas, women without a diploma have a noticeably higher employment rate (25.8%) than both the national average (16.5%) and urban areas (9.1%). Meanwhile, women with a moderate level of education show comparable employment rates in urban areas (10.5%) and at the national level (10.3%).

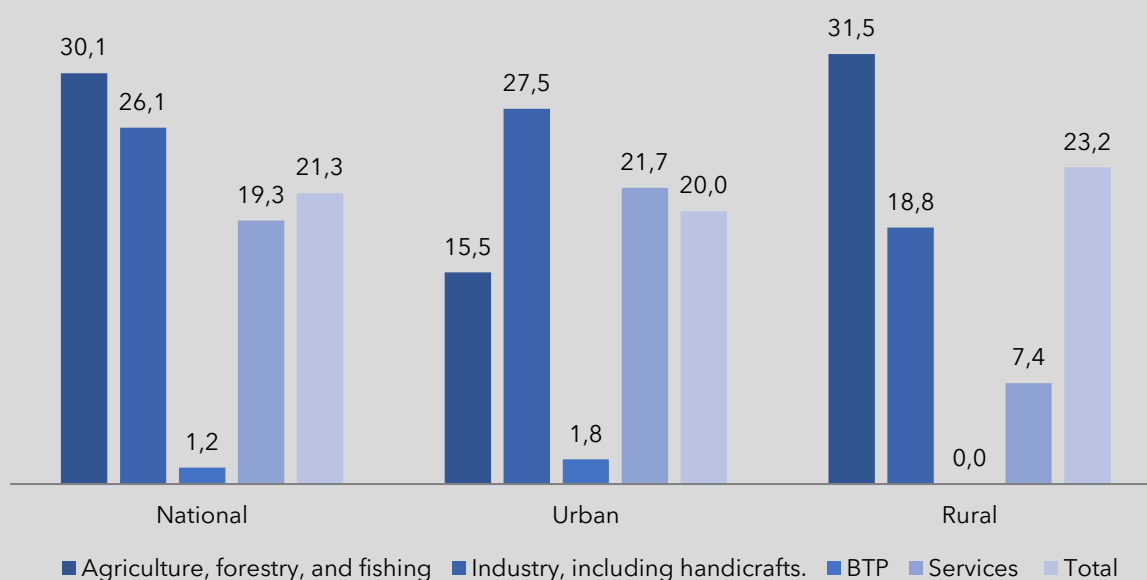
Women with a higher level of education have the highest employment rates, particularly in urban areas (29.6%), while in rural areas this rate is significantly lower (15.8%).

Graph - Employment rates of the female population aged 15 and over, by educational level and place of residence - in %

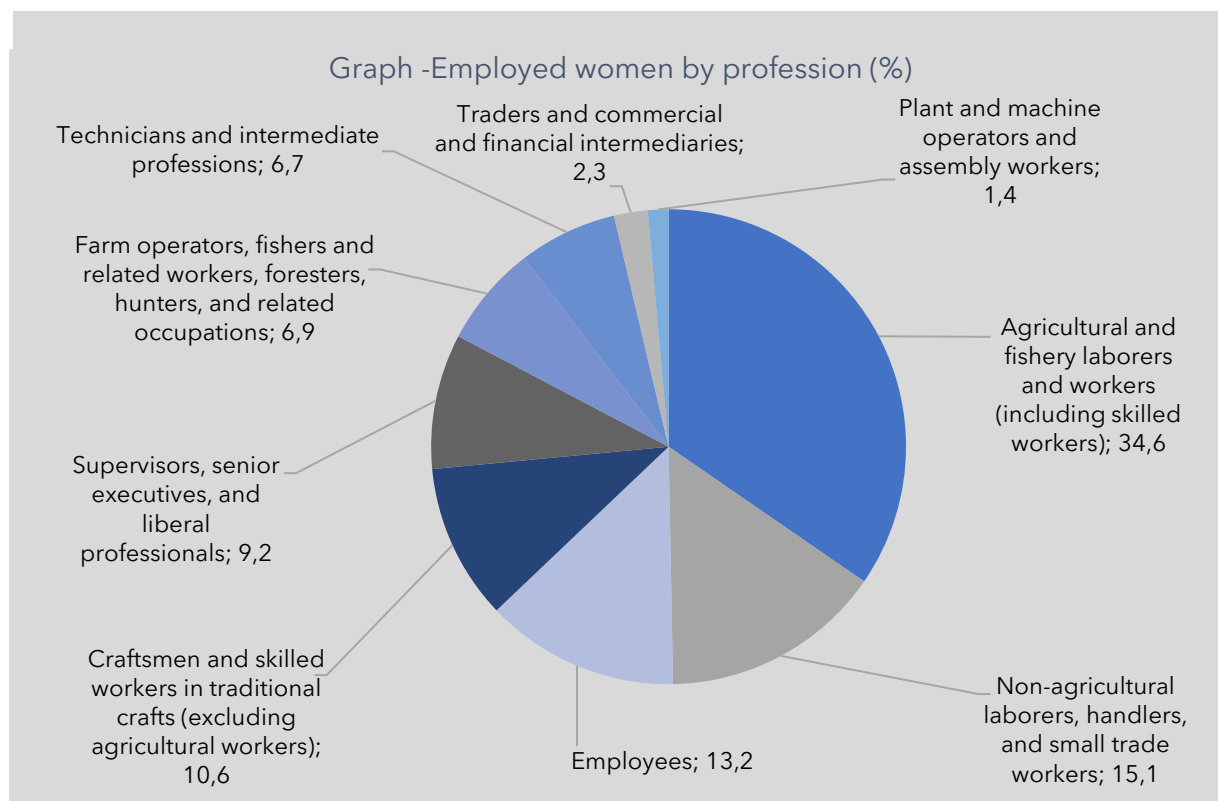


Women are most commonly employed in "agriculture, forestry, and fishing" in rural areas (31.5%), compared to only 15.5% in urban settings. In the "industrial sector", which includes crafts, women's employment is more concentrated in urban areas (27.5%) than in rural areas (18.8%). By contrast, "the construction" and "public" works sector sees very low female participation overall.

Graph - Feminization rate of employment by economic sectors and place of residence -in %



Women are primarily employed in "agriculture and fishing", with 34.6% working in these sectors. Another 15.1% work as "laborers or in small trades", while 13.2% hold "clerical roles". "Artisans and skilled craft workers" make up 10.6%, and 9.2% are in "senior management" or "liberal professions"



The gender gap is particularly pronounced among lower salary levels ²¹

“Table 39” reveals that 58.9% of female employees earned below the minimum wage, compared to 52.8% of male employees. As wages rise, men continue to outnumber women in higher salary brackets, although the disparity diminishes progressively at higher pay levels.

Table 39 - Distribution of reported jobs by gender and salary brackets in 2023

Salary bands	Total jobs		% share of jobs		Female jobs		Male jobs	
	In numbers	In % out of total	Female jobs in each salary band	Male jobs in each salary band	In numbers	In % out of total	In numbers	In % out of total
[1, SMIG]	2 611 925	54,8	35,1	64,9	915 823	58,9	1 696 102	52,8
] SMIG, 4.000 DH]	930 494	19,5	30,6	69,4	284 829	18,3	645 665	20,1
]4.000, 6.000 DH]	568 000	11,9	26,8	73,2	152 248	9,8	415 752	12,9
]6.000, 10.000 DH]	336 153	7,1	29,3	70,7	98 432	6,3	237 721	7,4
]10.000, 20.000 DH]	191 717	4,0	32,9	67,1	63 013	4,1	128 704	4,0
>20.000 DH	128 635	2,7	31,6	68,4	40 649	2,6	87 986	2,7
Total	4 766 924	100,0	32,6	67,4	1 554 994	100,0	3 211 930	100,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

²¹ These are gross salaries reported to the CNSS

Box 9. Underemployment in Morocco

According to the International Labor Organization (ILO), underemployment refers to an employment situation that is inadequate in nature, often takes into consideration two work dimensions: duration and productivity.

Visible underemployment: resulting from insufficient hours and an insufficient volume of work: It is measured by the number of people who, although willing and available, are involuntarily working fewer hours than the standard workweek.

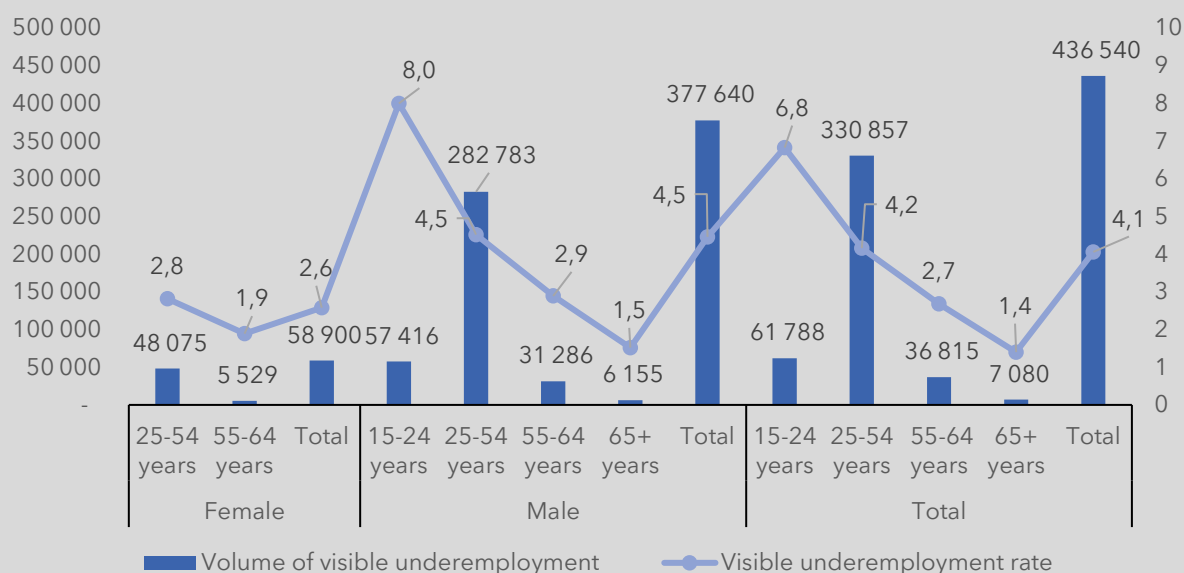
Invisible underemployment, connected to labor productivity: It reflects an inefficient distribution of labor resources or a fundamental imbalance between the workforce and other production inputs, often characterized by low income, underutilized skills, and reduced productivity.

The conceptual framework of underemployment is based on three main criteria:

- Workers must either be employed or hold a job.
- They must be willing to work additional hours.
- They must also be available to work.

In 2022, a total of 436,540 people were visibly underemployed, accounting for 4.1% of the active workforce. Of this group, 377,640 were men and 58,900 were women. The highest visible underemployment rate 4.2% was observed among individuals aged 25 to 54. Within that age group, the rate stood at 2.8% for women and 4.5% for male. The highest rate for men occurred among those aged 15 to 24, reaching 8%.

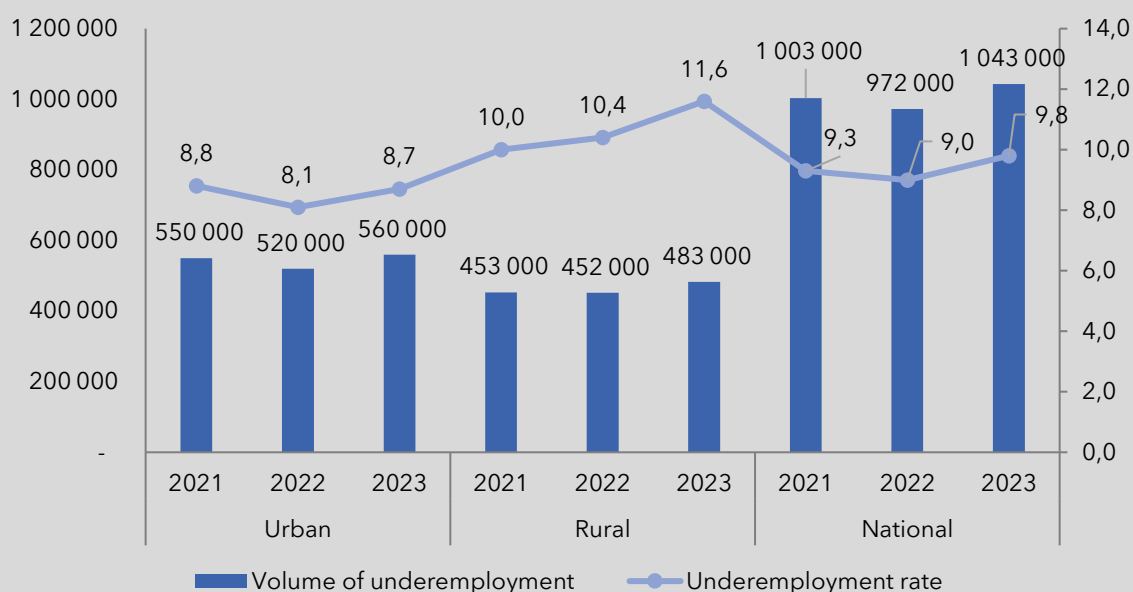
Breakdown of the number and rate of visible underemployment by gender and age group - in 2022



Source: International Labor Organization

According to the High Commission for Planning (HCP), the number of underemployed²² individuals fell from 1,003,000 in 2021 to 972,000 in 2022, before climbing to 1,043,000 nationwide in 2023. By area, urban underemployment declined from 550,000 in 2021 to 520,000 in 2022 but then increased by 40,000 in 2023. In rural areas, it dipped slightly from 453,000 in 2021 to 452,000 in 2022, then rose to 483,000 in 2023. Compared to 2022, the underemployment rate in 2023 was 1.2 percentage points higher in rural areas, 0.8 points higher nationwide, and 0.6 points higher in urban areas.

Trend in underemployment rates by place of residence between 2021 and 2023.



Source: HCP

In three regions Rabat- Sale-Kenitra, Tangier-Tetouan -Al Hoceima, and Fez-Meknes the share of jobs held by women exceeds the national average of 32.6%.

In 2023, women accounted for 40.1% of the workforce in Rabat- Sale-Kenitra, the highest proportion among all regions. This was followed by Tangier-Tetouan -Al Hoceima and Fez-Meknes, where women held 37.9% and 37.6% of jobs, respectively. In contrast, women made up only 16.3% of the workforce in the Dakhla-Oued Eddahab region (see Table 40). Meanwhile, the Casablanca-Settat region had a female employment share of 30.6%, below the national average.

²² The underemployed population consists of individuals who either worked less than 48 hours during the reference week and are willing to take on additional hours, or worked more than the established threshold but are seeking a different job or willing to change roles due to a mismatch with their skills, qualifications, or inadequate remuneration

Table 40 - Regional breakdown of reported jobs by gender and salary bands in 2023

Region	Total jobs		% share of jobs		Female jobs		Male jobs	
	In numbers	In % out of total	Female jobs in each salary band	Male jobs in each salary band	In numbers	In % out of total	Female jobs in each salary band	Male jobs in each salary band
Casablanca-Settat	1 825 030	38,3	30,6	69,4	558 529	35,9	1 266 501	39,4
Rabat-Sale-Kenitra	700 088	14,7	40,1	59,9	280 595	18,0	419 493	13,1
Souss-Massa	567 298	11,9	32,5	67,5	184 415	11,9	382 883	11,9
Tangier-Tétouan-Al Hoceima	546 310	11,5	37,9	62,1	207 137	13,3	339 173	10,6
Marrakech-Safi	339 796	7,1	30,0	70,0	101 823	6,5	237 973	7,4
Fez-Meknes	303 136	6,4	37,6	62,4	114 052	7,3	189 084	5,9
Oriental	145 396	3,1	27,6	72,4	40 064	2,6	105 332	3,3
Laâyoune-Sakia El Hamra	97 078	2,0	19,0	81,0	18 424	1,2	78 654	2,4
Dakhla-Oued Eddahab	76 027	1,6	16,3	83,7	12 389	0,8	63 638	2,0
Beni Mellal-Khenifra	69 985	1,5	25,5	74,5	17 819	1,1	52 166	1,6
Drâa-Tafilalet	66 703	1,4	17,4	82,6	11 613	0,7	55 090	1,7
Guelmim-Oued Noun	30 077	0,6	27,0	73,0	8 134	0,5	21 943	0,7
Total	4 766 924	100,0	32,6	67,4	1 554 994	100,0	3 211 930	100,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Female employees continue to receive higher pay in the Casablanca-Settat region.

In 2023, women in the Casablanca-Settat region continued to earn higher wages than those in other regions, a trend consistent with 2022. Notably, 37% of women in Casablanca-Settat earned more than MAD 4,000, up one point from the previous year. By comparison, the proportion of women earning above this threshold in other regions ranged from 4% to 20.8%.

Among male employees, 34.8% in the Casablanca-Settat region earned over 4,000 DH in 2023, up from 33% in 2022. In the Dakhla-Oued Eddahab region, 42% earned above that threshold, a 2-point increase from the previous year.

In the Drâa-Tafilalet region, nearly 93% of male employees earn less than MAD 4,000 the highest proportion among all regions. Similarly, in the Guelmim-Oued Noun region, almost 96% of female employees earn below that threshold (see Table 41).

Table 41- Distribution of jobs by region and salary bands in 2023 - in %

Region	Breakdown of female employment by salary band						Breakdown of male employment by salary band					
	[1, SMIG]	] SMIG, 4.000 DH]	]4.000, 6.000 DH]	]6.000, 10.000 DH]	]10.000, 20.000 DH]	>20.000 DH	[1, SMIG]	] SMIG, 4.000 DH]	]4.000, 6.000 DH]	]6.000, 10.000 DH]	]10.000, 20.000 DH]	>20.000 DH
Dakhla-Oued Eddahab	84,7	10,2	3,0	1,3	0,5	0,2	47,1	10,7	14,7	17,6	8,7	1,3
Souss-Massa	83,4	10,4	3,8	1,6	0,6	0,3	66,0	14,8	10,1	6,1	2,4	0,7
Guelmim-Oued Noun	77,9	18	3,1	0,5	0,3	0,1	53,0	18,9	15,6	9,3	3,0	0,3
Beni Mellal-Khenifra	76,0	16,1	5,7	1,6	0,5	0,1	77,6	14,6	5,5	1,4	0,6	0,2
Laâyoune-Sakia El Hamra	74,6	19,0	3,8	1,5	0,7	0,3	52,0	16,1	16,1	11,8	3,4	0,6
Oriental	73,0	17,9	6,0	2,2	0,7	0,2	64,6	21,3	9,3	3,4	1,1	0,4
Drâa-Tafilalet	70,6	23,6	4,4	0,9	0,4	0,1	74,7	18,4	5,3	1,2	0,3	0,1
Fez-Meknes	66,1	18,6	9,6	4,1	1,2	0,4	65,5	18,5	9,6	4,2	1,4	0,8
Tangier-Tetouan-Al Hoceima	63,8	21,2	8,6	3,7	1,7	1,0	51,8	21,2	14,7	7,2	3,2	1,9
Rabat-Sale-Kenitra	62,6	16,8	8,8	5,8	3,8	2,2	56,4	18,9	11,7	6,4	3,9	2,8
Marrakech-Safi	56,3	22,9	11,5	5,5	2,3	1,5	57,4	21,6	11,9	5,3	2,4	1,4
Casablanca-Settat	43,0	19,9	13,4	10,6	7,7	5,3	42,5	22,8	15,1	9,1	5,8	4,8
	Minimal value						Maximal value					

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Women represent the majority in two key sectors: human health and social work as well as education.

Male employees are the majority in all sectors except "human health and social work," where women make up 71.5% of the workforce, and "education," where their share is 70.2% (see Table 42).

Table 42 - Distribution of jobs by gender and activity branch - 2023

Activity branch	Total jobs		% share of jobs		Female jobs		Male jobs	
	In numbers	In % out of total	Female jobs in each salary band	Male jobs in each salary band	In numbers	In % out of total	Female jobs in each salary band	Male jobs in each salary band
Manufacturing industry	660 921	13,9	44,6	55,4	294 501	18,9	366 420	11,4
Agriculture, forestry, and fishing	761 928	16,0	29,4	70,6	223 809	14,4	538 119	16,8
Commerce; automotive and motorcycle repair	672 723	14,1	33,1	66,9	222 508	14,3	450 215	14,0
Administrative and support service activities	668 285	14,0	30,4	69,6	202 849	13,0	465 436	14,5
Education	183 413	3,8	70,2	29,8	128 795	8,3	54 618	1,7
Specialized, scientific, and technical activities	260 633	5,5	37,5	62,5	97 772	6,3	162 861	5,1
Human health and social action	95 237	2,0	71,5	28,5	68 059	4,4	27 178	0,8
Accommodation and catering services	215 128	4,5	31,6	68,4	67 993	4,4	147 135	4,6
Construction	627 906	13,2	10,2	89,8	64 266	4,1	563 640	17,5
Other service activities	166 979	3,5	36,7	63,3	61 300	3,9	105 679	3,3
Financial and insurance activities	83 930	1,8	46,4	53,6	38 967	2,5	44 963	1,4
Information and communication	95 653	2,0	37,8	62,2	36 125	2,3	59 528	1,9
Transport and warehousing	166 470	3,5	13,1	86,9	21 756	1,4	144 714	4,5
Arts, entertainment, and recreation	19 061	0,4	33,3	66,7	6 338	0,4	12 723	0,4
Real Estate activities	16 745	0,4	32,8	67,2	5 499	0,4	11 246	0,4
Water production and distribution, sanitation, waste management and remediation	28 083	0,6	8,6	91,4	2 421	0,2	25 662	0,8
Extractive Industries	21 477	0,5	5,9	94,1	1 276	0,1	20 201	0,6
Electricity, gas, steam and conditioned air	2 310	0,0	13,9	86,1	320	0,0	1 990	0,1

production and distribution									
Others	20 042	0,4	52,1	47,9	10 440	0,7	9 602	0,3	
Total	4 766 924	100	32,6	67,4	1 554 994	100	3 211 930	100	

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

The analysis of wage distribution by enterprise category particularly shows that:

- In medium-sized enterprises (ME), 65.3% of female employees earn less than the minimum wage (SMIG), the highest proportion among all company sizes and significantly higher than the 51.2% of male employees earning below that threshold
- In large enterprises (LE), 13.7% of female employees earn more than 10,000 DH, compared to 14.3% of male employees. In other company sizes, this proportion ranges from 2.6% to 7% for female employees and from 3% to 7.2% for male employees (see Table 43).

Table 43 - Distribution of jobs by gender, company category, and salary bands in 2023 (%)

Company category	Breakdown of female employment by salary band						Breakdown of male employment by salary band					
	[1, SMIG]	] SMIG, 4.000 DH]	]4.000, 6.000 DH]	]6.000, 10.000 DH]	]10.000, 20.000 DH]	>20.000 DH	[1, SMIG]	] SMIG, 4.000 DH]	]4.000, 6.000 DH]	]6.000, 10.000 DH]	]10.000, 20.000 DH]	>20.000 DH
Micro [0,3]	63,1	21,1	8,9	4,4	1,7	0,8	63,5	18,3	9,9	5,3	2,1	0,9
VSE]3, 10]	57,5	19,7	11,8	6,7	2,9	1,4	56,7	20,9	11,8	6,4	2,8	1,4
SE]10, 50]	62,1	17,4	9,1	6,4	3,4	1,7	55,4	21	12,2	6,2	3,4	2
ME]50, 175]	65,3	14,4	7,7	5,6	4,1	3,0	51,2	20,6	13,7	7,3	4,0	3,2
LE > 175	47,4	17,8	12,0	9,0	7,9	5,8	34,3	21,2	18,1	12,1	7,9	6,4
	Minimal value						Maximal value					

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

6. OVERVIEW OF FEMALE ENTREPRENEURSHIP IN ALEs

6. Overview of female entrepreneurship in ALEs

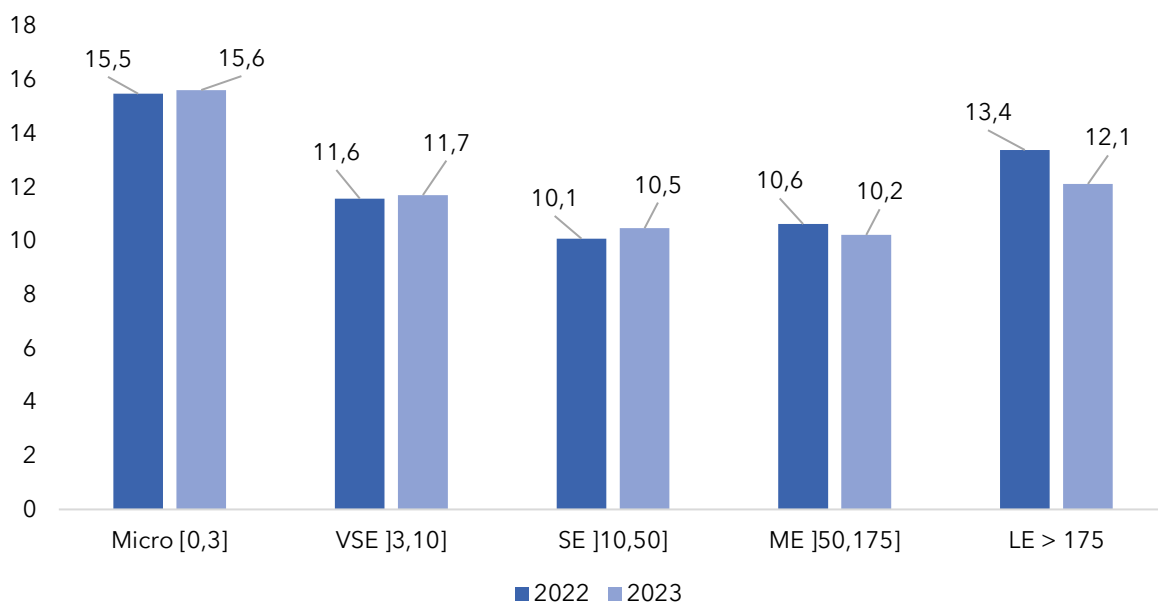
An analysis of data from 373,835 Active Legal Entities (ALEs) in 2023, where gender was identified by the Observatory (see ALEs demographic indicators), revealed that 56,533 companies are led by women an increase of 9.5% compared to 2022. Despite this growth, their overall share has remained static at around 15% since 2020

The “female entrepreneurship”²³ indicator for these companies is examined through five key factors: company category, location, age, industry sector, and legal form

Microenterprises accounted for the highest proportion of female entrepreneurship.

An analysis by company category revealed that in 2023, microenterprises had the highest proportion of female entrepreneurship, accounting for 15.6% of the workforce in this segment—exceeding the overall average. Large Enterprises (LEs) and Very Small Enterprises (VSEs) followed with shares of 12.1% and 11.7%, respectively (see Graph 27)

Graph 27 - Annual trend in the share of female entrepreneurship by company category (%)



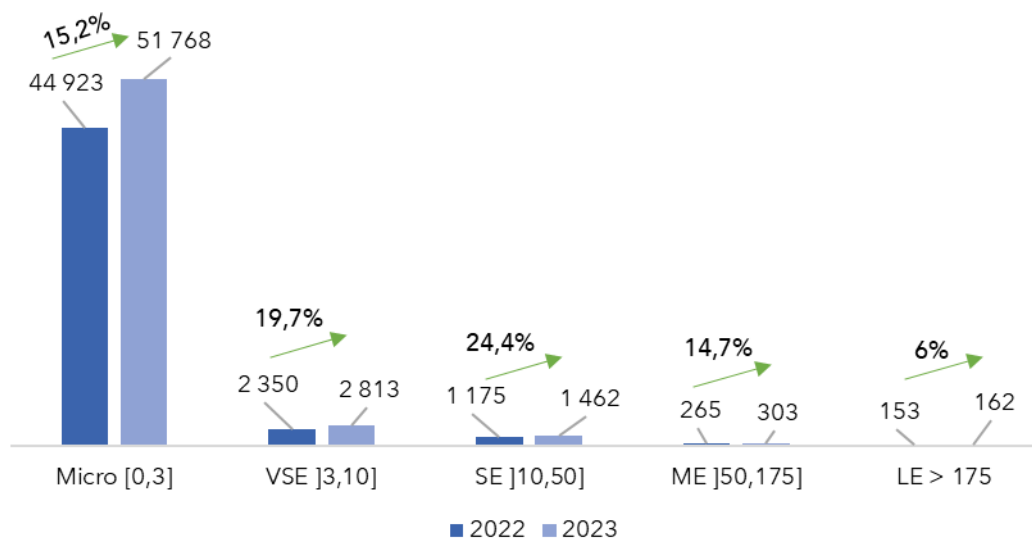
Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

²³ This indicator represents the percentage of businesses led by women out of the 373,835 companies whose leader’s gender has been identified.

A positive trend in female entrepreneurship is noted across all company categories despite variations

All company categories recorded positive trends in terms of the number of companies run by women, particularly VSEs, SEs and MEs, at 19.7%, 24.4% and 14.7%, respectively (see Graph 28).

Graph 28 - Year on year change in the number of companies run by women, by company category - in %



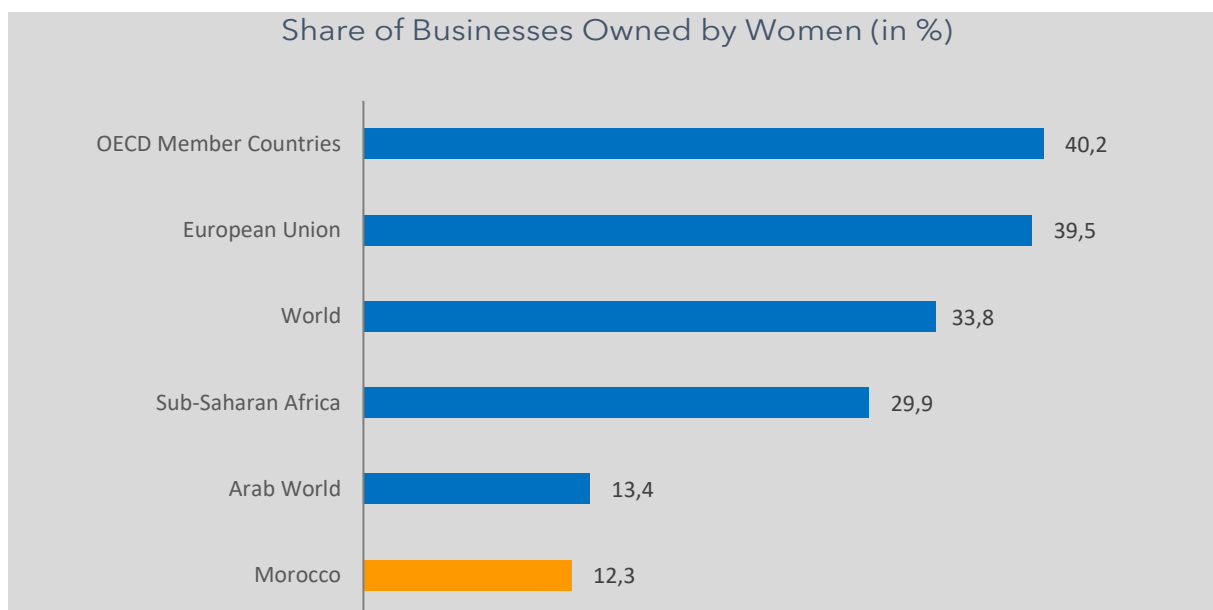
Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Box 10. Women's Entrepreneurship Around the World

According to 2023 World Bank data, the global average stands at 33.8%, meaning nearly one in three businesses is owned by a woman²⁴. This proportion varies significantly from country to country and by geographical location.

This section examines the proportion of businesses led by women, using the World Bank's definition and its 2023 data. The graph illustrates that in Morocco, approximately 12.3% of businesses have at least one female owner. However, this figure is lower than those seen in OECD countries, where women-owned businesses account for 40.2%, followed by the European Union at 39.6%. In Sub-Saharan Africa, female participation reaches 29.9%. Although the share of women-led businesses in Morocco is similar to that in other Arab countries, it remains significantly below the levels observed in benchmark countries. This highlights the need for targeted initiatives to promote female entrepreneurship and enhance women's participation, thereby fostering more inclusive and sustainable growth.

²⁴ The World Bank defines women-led businesses as those in which women play an active role in management and hold ownership stakes



Source : World Bank

(*) The graph is based on data from the year 2023

Box 11. Promoting Women's Entrepreneurship in Morocco

The Ministry of Industry and Commerce has signed a partnership agreement with the Association of Women Business Leaders of Morocco (AFEM) to launch the "She Industrial" program; an initiative designed to promote and strengthen women's entrepreneurship in the industrial sector. "She Industrial" offers comprehensive support to women seeking to start or expand their businesses, with a goal of assisting more than 2,200 women over the next two years. Under this partnership, AFEM will facilitate access to financing and offer training programs, while the Ministry will provide technical and financial expertise. This initiative aligns with Morocco's national development objectives, aiming to increase female labor force participation to 45% by 2035.

Source: Ministry of Industry and Commerce.

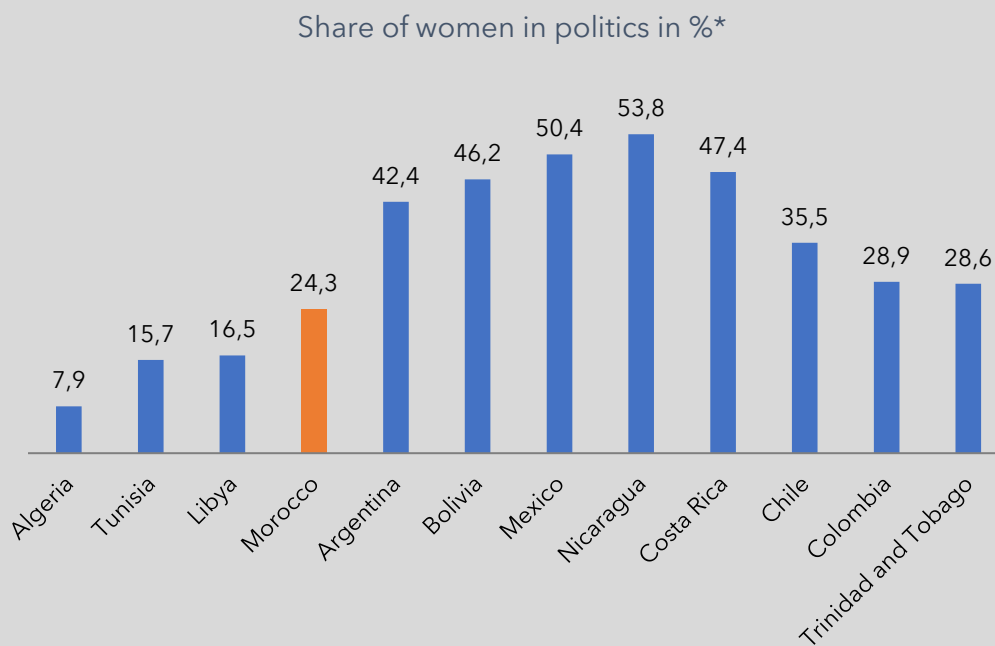
Box 12. Women's Political Participation in Morocco and Globally in 2023

In 2023, women occupied 24.3% of seats in the Moroccan parliament, marking significant progress but still lagging behind global averages. OECD countries have an average female parliamentary representation of 34%. Some nations, like Mexico and Nicaragua, have achieved gender parity, with women holding more than 50% of seats—largely due to legislative quotas. In contrast, North African countries such as Algeria (7.9%), Tunisia (15.7%), and Libya (16.5%) report even lower levels of female representation in parliament.

Gender quotas play a vital role in enhancing women's political representation. While Morocco has introduced quota mechanisms to promote gender equality, their impact remains limited compared to countries with more stringent quota policies, such as Argentina (42.4%) and Bolivia (46.2%).

In Morocco's executive branch, female representation also remains low. Under the Akhannouch government in 2023, women lead 25% of ministries –a figure that lags behind countries like Colombia (50%) and Nicaragua (63%), where women hold a stronger presence in leadership roles.

These comparisons underscore that, despite Morocco's notable progress, it still falls behind countries that have adopted more ambitious policies to advance gender parity and enhance women's political inclusion.



*Calculated by dividing the current number of women by the current total number of members.

The data used is from 2023

Sources:

IPU Data on Women in Parliament (Morocco)

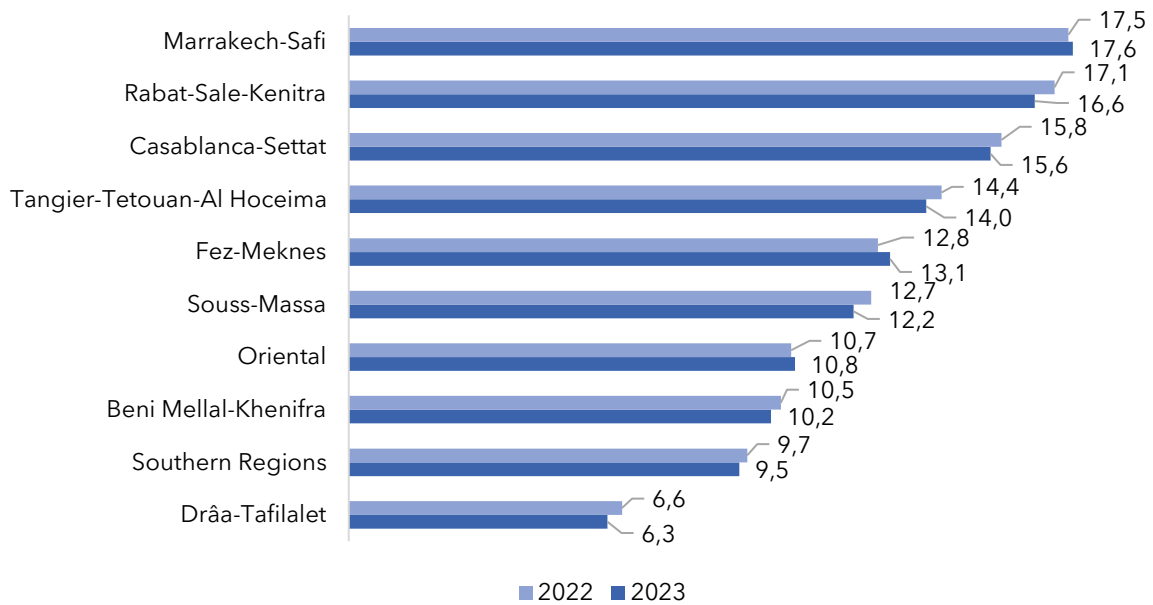
World Bank Gender Data Portal

OECD - Gender Equality in Politics

The Marrakech-Safi and Rabat-Sale-Kenitra regions recorded the highest levels of female entrepreneurship

Analysis by region shows that in the Marrakech-Safi region, 17.6% of ALEs are managed by women in 2023. These proportions were 16.6% and 15.6% in the Rabat-Sale-Kenitra and Casablanca-Settat regions, (see Graph 29).

Graph 29 - Annual trends in the share of women's entrepreneurship by region - in %

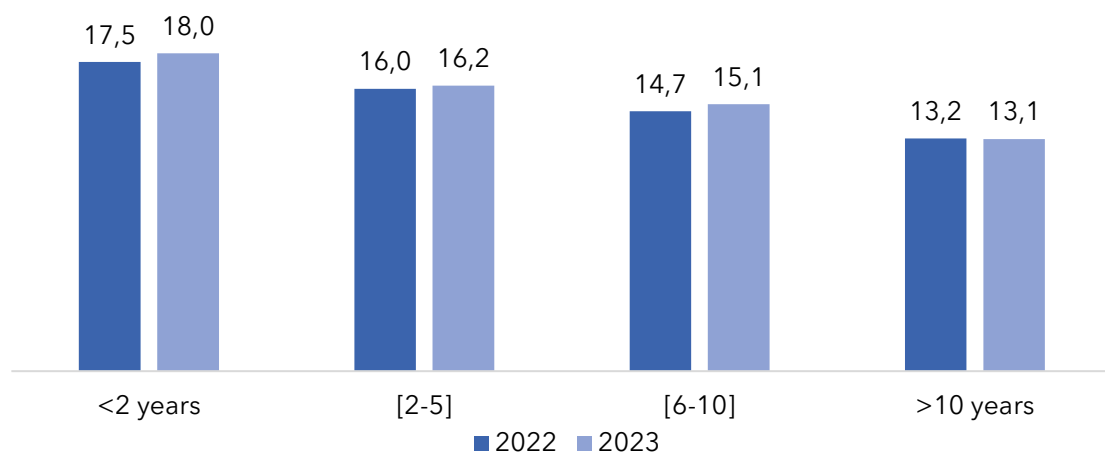


Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

Female entrepreneurship is higher in the category of newly created companies

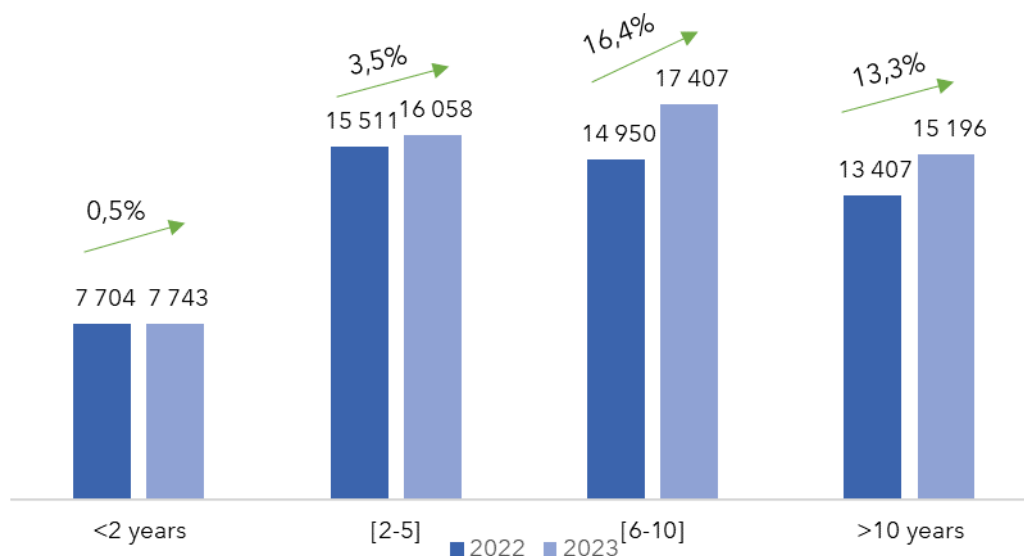
An Analysis by company age reveals that in 2023, female entrepreneurship represented 18% of ALEs aged less than 2 years, followed by companies aged between 2 and 5 years with a proportion of 16.2%. In contrast, this share is limited to 13.1% in companies over 10 years old, remaining relatively stable compared to 2022. However, the total number of women-led businesses in this category has increased by 13.3% compared to the previous year (see Graphs 30 and 31).

Graph 30 - Annual evolution of female entrepreneurship by company age category (in %)



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

Graph 31- Year-on-year change in the number of women-operated businesses by company age - in %



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

In terms of activity branch, women-operated businesses are more present in "Human health and social action", "Education" and "Other service activities"

Sectoral analysis shows that in 2023, female entrepreneurship accounted for 40.5% of the "human health and social work" sector. This was followed by "other service activities"²⁵ at 39.8%, which saw an increase of 0.8 percentage points compared to 2022—30.2% of which was in "hairdressing and beauty treatments"—and "education" at 29.7%. Combined, these three sectors represented nearly 9% of the total ALE count.

"Transportation and storage," "construction," and "extractive industries" contributed smaller shares, at 10.2%, 8.9%, and 8.6%, respectively. Meanwhile, the sectors showing the strongest annual growth were "human health and social work," "education," and "financial and insurance activities," with respective increases of 17.8%, 11.8%, and 8.3% (see Table 44).

²⁵ This sector includes the activities of membership organizations, the repair of computers and personal and household goods, as well as other personal services (laundry and dry cleaning, hairdressing and beauty care, etc.).

Table 44 - Women-led ALEs as a percentage of total businesses (%)

Activity branch	Percentage of ALEs owned by women		Annual change in the number of ALEs owned by women
	2022	2023	
Human health and social action	38,2	40,5	23,1
Other service activities	39,0	39,8	13,0
Education	29,7	29,7	13,5
Financial and insurance activities	22,8	23,1	13,7
Arts, entertainment, and recreation	21,1	21,5	17,3
Administrative and support service activities	21,4	21,1	9,4
Specialized, scientific, and technical activities	20,5	20,8	9,0
Real estate activities	18,5	18,2	7,2
Accommodation and catering services	18,2	18,2	10,2
Commerce; automotive and motorcycle repair	15,9	16,0	7,0
Information and communication	15,3	15,5	15,8
Manufacturing industry	13,9	14,2	11,0
Water production and distribution, sanitation, waste management and remediation	10,9	12,1	29,2
Agriculture, forestry, and fishing	12,9	11,4	22,1
Electricity, gas, steam and conditioned air production and distribution	10,2	10,1	4,9
Transport and warehousing	9,5	9,4	8,2
Extractive Industries	7,8	7,9	9,0
Construction	7,7	7,8	8,1
Total	15,0	15,1	9,4

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

7. ACCESS TO BANK FINANCING

- 7.1. Access to bank financing by ALEs
- 7.2. Access to bank financing by the gender of ALE managers

7. Access to bank financing (2023)

7.1. Access to bank financing by ALEs

This section offers insights into the financing of non-financial Active Legal Entities (ALEs) by credit institutions in 2023, based on data from Bank Al-Maghrib's Central Risks Department.

In 2023, 148,937 non-financial ALEs received loans through either disbursement or signature²⁶ arrangements from credit²⁷ institutions. This represents a 5% increase over the previous year. Total outstanding debt amounted to MAD 622.1 billion, reflecting an annual growth rate of 2%, slightly lower than the 2.3% growth observed for all non-financial companies.

By cross-referencing data from the Central Risks Department and the Observatory, we compiled a dataset of 130,826 companies. This allowed us to analyze credit indicators and their distribution by region, industry, company age, and size category. Together, these companies held an outstanding bank debt by disbursement of nearly MAD 504.1 billion, equivalent to 35.1% of GDP.

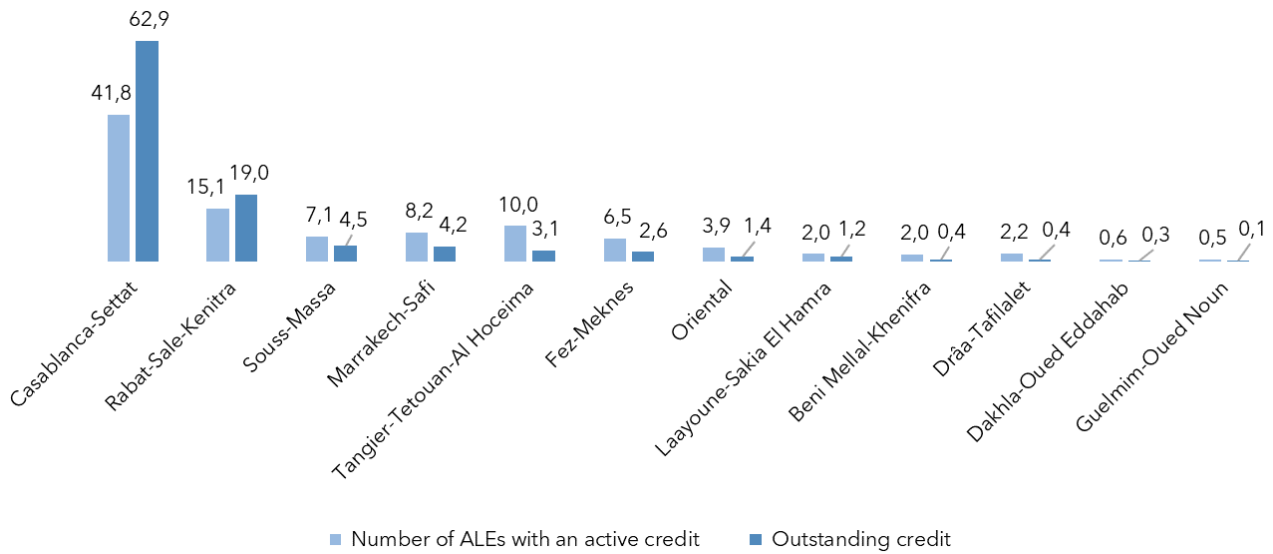
The Casablanca-Settat region represents nearly 63% of the total outstanding loans provided to the surveyed companies.

An analysis of the regional distribution of loans reveals that, in 2023, companies operating in the Casablanca-Settat region, which account for 41.8% of all surveyed entities, received 62.9% of the total outstanding loans granted to these companies. Companies in the Rabat-Sale-Kenitra region, making up 15.1% of the total, received 19% of the total loans (See Graph 32).

²⁶ A signature credit is a commitment that a financial institution makes without actually providing any money provisional guarantee, final guarantee, retention of guarantee, advance refund guarantee, etc.)

²⁷ Bank, leasing companies and other financial companies.

Graph 32 - ALEs' outstanding debts by region - in %



Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib

67.2% of total outstanding credits are allocated to four activity branch.

A sector based analysis of outstanding loans shows that companies in the "Commerce; automotive and motorcycle repair" activity branch, which employs almost 29.4% of the total ALEs workforce, benefited from 23.6% of the total outstanding loans, a decrease of 4.8% compared to 2022. These shares were 20.2% and 17.3% for "Construction", and 8% and 16.3% for "Manufacturing industry" (see Table 45).

Table 45 - Outstanding loans to ALEs by activity branch - in 2023 (%)

Activity branch	Number of ALEs with an active credit	Outstanding credit
Commerce; automotive and motorcycle repair	29,4	23,6
Construction	20,2	17,2
Manufacturing industry	8,6	16,3
Electricity, gas, steam and conditioned air production and distribution	0,2	10,1
Transport and warehousing	10,8	6,4
Extractive Industries	0,5	5,7
Accommodation and catering	1,2	4,4
Administrative and support service activities	9,4	3,7
Information and communication	1,3	3,6
Accommodation and catering services	4,7	2,4
Specialized, scientific, and technical activities	6,8	2,2
Agriculture, forestry, and fishing	1,3	1,3
Others	5,7	3,1
Total	100,0	100,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

76.2% of the total outstanding loans were allocated to ALEs aged over 10 years.

A breakdown by company age shows that ALEs aged over 10 years, representing 44.6% of the total ALEs workforce, benefited from 76.2% of total outstanding loans.

Companies less than 5 years old, representing 28.3% of the total, received 10.7% of the total (see Table 46).

Table 46 - Outstanding loans to ALEs by company age group in 2023 - in %

Company age	Number of ALEs with an active credit	Outstanding credit
< 2 years	6,0	3,5
[2, 5]	22,3	7,2
[6, 10]	27,1	13,0
> 10 years	44,6	76,2
Total	100	100

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

VSMEs received almost 41% of total loans outstanding.

An analysis by company category reveals that 41% of the total outstanding bank credit was allocated to VSMEs, while 59% went to LEs (see Table 47). In 2022, these shares were 42.7% and 57.3%, respectively.

Table 47 - Outstanding loans to ALEs by company category - in 2023 (%)

Company category	Number of ALEs with an active credit	Outstanding credit
VSME [0,175]	98,7	40,9
Micro [0,3]	72,8	15,0
VSE]3,10]	13,6	4,3
SE]10,50]	9,8	10,0
ME]50,175]	2,5	11,7
LE > 175	1,3	59,1

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

7.2. Access to bank financing by the gender of ALE managers

This section provides indicators on access to financing for non-financial ALEs, categorized by the manager's gender, as per the region and activity branch axes.

Out of the 123,054²⁸ ALEs with loans in 2023, 18,022 are headed by women, accounting for 14.2%²⁹ in 2022. ALEs operated by women secured 50,6 billion of dirhams in loans, constituting 11.3% of the total debt outstanding. In comparison, ALEs run by men received 396,5 billion of dirhams, representing 88.7% of the total outstanding loans.

The regional breakdown of outstanding loans as allocated to ALEs, based on the gender of the manager, shows that 43.3% of women-owned ALEs operated in the Casablanca-Settat region, receiving 74.4% of the total loans allocated to these companies. In comparison, these proportions were 41.3% and 65.1% for ALEs led by men (see Table 48).

Dans In the other regions, the credit penetration among women owned businesses is generally lower, though the situation varies from region to region.

²⁸ The ML algorithm developed by the Observatory has made it possible to identify the gender of the manager for 123,054 active legal entities (ALE) benefiting from a credit contract, out of a total of 130,826 ALE.

²⁹ Result obtained following an update of the databases.

Table 48 - Outstanding loans to ALEs by region and manager's gender - in 2023 (%)

Region	Breakdown of outstanding debt		Breakdown of company numbers	
	Female managers	Male managers	Female managers	Male managers
Casablanca-Settat	74,4	65,1	43,3	41,3
Rabat-Sale-Kenitra	8,8	15,4	17,4	14,6
Marrakech-Safi	5,3	4,5	9,4	8,1
Fez-Meknes	3,5	2,8	5,9	6,7
Tangier-Tetouan-Al Hoceima	3,0	3,3	10,4	10,1
Souss-Massa	3,0	4,6	5,6	7,4
Oriental	0,9	1,6	3,0	4,2
Beni Mellal-Khenifra	0,5	0,4	1,6	2,1
Drâa-Tafilalet	0,1	0,4	1,1	2,4
Southern Regions	0,5	1,9	2,3	3,2
Total	100,0	100,0	100,0	100,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

The breakdown of loans by region and by gender of the beneficiary ALEs' managers reveals that the Rabat-Sale-Kenitra region hosts the largest share of women-led ALEs, representing 17% of this region's total ALEs and benefiting from 6.8% of outstanding loans. The situation differs in the Marrakech-Safi and Fez-Meknes regions where these proportions are 16.5% and 13.1%, respectively (see Table 49).

Table 49 - Distribution of outstanding loans extended to ALEs by region and by manager's gender in 2023 - in %

Region	Breakdown of outstanding debt		Breakdown of company numbers	
	Female managers	Male managers	Female managers	Male managers
Casablanca-Settat	12,7	87,3	15,2	84,8
Rabat-Sale-Kenitra	6,8	93,2	17,0	83,0
Marrakech-Safi	13,2	86,8	16,5	83,5
Fez-Meknes	14,0	86,0	13,1	86,9
Tangier-Tétouan-Al Hoceima	10,2	89,8	14,9	85,1
Souss-Massa	7,6	92,4	11,6	88,4
Oriental	6,5	93,5	11,0	89,0
Beni Mellal-Khenifra	13,6	86,4	11,7	88,3
Drâa-Tafilalet	4,0	96,0	7,2	92,8
Southern Regions	3,1	96,9	10,9	89,1
Total	11,3	88,7	14,6	85,4

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

The breakdown of ALEs' outstanding debts by activity branch and according to the manager's gender shows that in 2023, 30.2% of women-owned ALEs operate in the commerce sector, receiving 21% of the total loans allocated to these businesses. These proportions are 29.1% and 25.1% for male-owned ALEs (see Table 50).

Table 50 - Distribution of Outstanding loans extended to ALEs by company category and manager's gender - in 2023 (%)

Activity branch	Breakdown of outstanding debt		Breakdown of company numbers	
	Female managers	Male managers	Female managers	Male managers
Commerce; automotive and motorcycle repair	21,0	25,1	30,2	29,1
Manufacturing industry	20,0	17,4	8,0	8,6
Construction	16,1	19,0	10,4	22,1
Extractive Industries	7,6	6,2	0,2	0,5
Administrative and support service activities	5,4	3,9	13,7	8,7
Electricity, gas, steam and conditioned air production and distribution	4,6	4,7	0,1	0,2
Real Estate activities	4,4	3,4	1,4	1,2
Transport and warehousing	4,3	7,3	7,2	11,4
Accommodation and catering	3,7	2,5	5,9	4,5
Information and communication	3,6	4,1	1,4	1,4
Specialized, scientific, and technical activities	3,2	2,2	8,3	6,5
Human health and social action	2,4	0,8	2,0	0,6
Education	1,9	0,8	5,3	2,1
Agriculture, forestry and fisheries	0,7	1,5	0,9	1,4
Others	1,1	1,1	5,1	1,8
Total	100,0	100,0	100,0	100,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

The distribution of loans by activity branch and gender of the manager of beneficiary ALEs shows that "Other services activities" accounted for the largest share of women run ALEs, representing 43.8% of the total ALEs in this section and benefiting from a share of the outstanding loan balance equivalent to 28% (see table 51).

Similarly, the "human health and social work" branch, which accounts for 37.9% of all ALEs in this category, receives a 28.6% share of outstanding credit.

Table 51 - Outstanding loans extended to ALEs by activity branch and manager's gender - in 2023(%)

Activity branch	Breakdown of outstanding debt		Breakdown of company numbers	
	Female managers	Male managers	Dirigeants femmes	Female managers
Commerce; automotive and motorcycle repair	9,7	90,3	15,4	84,6
Manufacturing industry	12,9	87,1	14	86
Construction	9,8	90,2	7,7	92,3
Extractive Industries	13,7	86,3	7,1	92,9
Administrative and support service activities	15	85	21,7	78,3
Electricity, gas, steam and conditioned air production and distribution	11,1	88,9	9,6	90,4
Real Estate activities	14,0	86,0	16,3	83,7
Transport and warehousing	7,1	92,9	10,0	90,0
Accommodation and catering	16,1	83,9	18,8	81,2
Information and communication	10,2	89,8	15,3	84,7
Specialized, scientific, and technical activities	15,5	84,5	18,4	81,6
Human health and social action	28,6	71,4	37,9	62,1
Education	23,6	76,4	30,6	69,4
Agriculture, forestry and fisheries	5,3	94,7	10,6	89,4
Arts, entertainment, and recreation	23,9	76,1	19,9	80,1
Other service activities	28,0	72	43,8	56,2
Water production and distribution, sanitation, waste management and remediation	3,9	96,1	9,8	90,2
Others	0,8	99,2	17,2	82,8
Total	11,4	88,6	15,0	85,0

Source: Based on consolidated data provided by the DGI, OMPIC, CNSS, the Ministry of Industry and Commerce, and Bank Al-Maghrib.

APPENDICES



Table: Breakdown of ALE by industry branch and sub-branch for the four leading sectors

Branch et sus branch	2017	2018	2019	2020	2021	2022	2023
Commerce; automotive and motorcycle repair	100	100	100	100	100	100	100
Wholesale Commerce, Except Motor Vehicles and Motorcycles	77,3	76,5	75,2	73,7	72,1	71,3	70,5
Wholesale commerce intermediaries	54,1	53,2	52,1	50,5	49,0	48,4	48,0
Non-specialized wholesale commerce	6,0	5,9	5,8	5,6	5,4	5,3	5,3
Other specialized wholesale commerce	5,4	5,1	4,9	4,7	4,6	4,4	4,3
Wholesale commerce of other industrial equipment	3,6	3,6	3,6	3,7	3,8	3,8	3,8
Wholesale commerce of household goods	3,1	3,3	3,4	3,6	3,7	3,7	3,6
Others	5,1	5,3	5,5	5,6	5,7	5,7	5,5
Retail Commerce, Except Motor Vehicles and Motorcycles	17,4	18,1	19,2	20,5	22,0	22,7	23,4
Other specialized retail commerce in stores	7,1	7,5	8,1	8,6	9,5	10,0	10,4
Retail commerce of other household equipment in specialized stores	3,9	4,0	4,1	4,3	4,3	4,3	4,3
Retail commerce in non-specialized stores	1,5	1,5	1,7	2,1	2,4	2,5	2,5
Retail commerce of cultural and leisure goods in specialized stores	1,9	1,9	2,0	2,1	2,1	2,1	2,1
Retail commerce of food products in specialized stores	1,6	1,6	1,7	1,8	1,9	2,0	2,0
Others	1,4	1,5	1,6	1,7	1,8	1,8	2,0
Commerce and Repair of Motor Vehicles and Motorcycles	5,3	5,4	5,6	5,7	5,9	6,0	6,1
Commerce of automotive equipment	2,3	2,4	2,6	2,6	2,7	2,7	2,8
Maintenance and repair of motor vehicles	1,9	1,9	2,0	2,0	2,1	2,2	2,2
Others	1,1	1,1	1,0	1,0	1,1	1,1	1,2
Construction	100	100	100	100	100	100	100
Specialized construction works	69,6	69,2	68,7	68,6	68,0	66,6	64,4
Other specialized construction works	54,8	54,4	53,9	53,9	53,4	52,2	50,0
Electrical installation, plumbing, and other installation works	8,7	8,6	8,6	8,4	8,3	8,3	8,1
Others	6,1	6,2	6,2	6,3	6,2	6,2	6,2
Building Construction	29,4	29,8	30,4	30,3	30,9	32,2	34,5
Real estate development	27,3	27,8	28,4	28,5	29,2	30,6	33,0
Construction of residential and non-residential buildings	2,1	2,0	1,9	1,8	1,7	1,6	1,5

Civil Engineering	1,0	1,0	0,9	1,1	1,1	1,1	1,1
Construction of networks and lines	0,9	1,0	0,9	1,1	1,1	1,1	1,1
Transportation and Storage	100	100	100	100	100	100	100
Land transport and pipeline transport	88,3	88,1	88,2	88,9	89,4	89,2	88,5
Road freight transport and moving services	68,8	67,5	66,4	65,7	66,9	67,5	66,7
Other passenger land transport	19,4	20,6	21,8	23,2	22,5	21,7	21,8
Postal and courier activities	0,5	0,4	0,5	0,4	0,5	0,5	0,6
Other postal and courier activities	0,5	0,4	0,5	0,4	0,5	0,5	0,6
Warehousing and transport support services	9,2	9,1	8,9	8,2	7,7	7,7	8,2
Transport support services	6,7	6,7	6,5	6,0	5,7	5,7	6,1
Warehousing and storage	2,4	2,4	2,4	2,2	2,0	2,0	2,1
Air Transport	1,4	1,7	1,9	1,9	2,0	2,1	2,2
Passenger air transport	1,2	1,5	1,7	1,8	1,9	2,0	2,1
Freight air transport and space transport	0,2	0,2	0,2	0,1	0,1	0,1	0,1
Water Transport	0,7	0,6	0,6	0,5	0,4	0,4	0,4
Maritime and coastal freight transport	0,4	0,4	0,4	0,3	0,3	0,3	0,3
Maritime and coastal passenger transport	0,2	0,2	0,2	0,2	0,2	0,1	0,1

Source : Based on data provided by the tax administration(DGI).

Table: Breakdown of Legal Entity Enterprise creations by industry branch and sub-branch (in %)

Activity Branch / branch / sub-branch	2017	2018	2019	2020	2021	2022	2023
Commerce ; Repair of Motor Vehicles and Motorcycles	32,8	31,7	31,5	31,8	29,8	29,6	28,7
Wholesale commerce, Except Motor Vehicles and Motorcycles	25,2	23,1	21,9	21,6	19,7	20,0	19,4
Wholesale commerce intermediaries	19,3	16,4	15,7	14,2	13,0	14,1	14,1
Wholesale commerce of food products, beverages, and tobacco	1,1	1,2	1,1	1,4	1,3	1,3	1,1
Non-specialized wholesale commerce	1,1	1,5	1,3	1,2	1,1	1,0	1,0
Others	3,6	4,0	3,9	4,8	4,2	3,7	3,2
Retail Commerce, Except Motor Vehicles and Motorcycles	6,2	6,9	7,8	8,4	8,3	7,8	7,6
Other specialized retail commerce in stores	2,3	2,6	3,0	3,2	3,5	3,1	3,0
Retail commerce in non-specialized stores	1,1	1,3	1,5	1,7	1,8	1,8	1,6
Retail commerce of other household equipment in specialized stores	1,0	1,2	1,3	1,5	1,2	1,0	1,0
Others	1,7	1,7	1,9	2,0	1,9	1,8	2,0
Commerce and Repair of Motor Vehicles and Motorcycles	1,5	1,7	1,8	1,9	1,8	1,7	1,7
Commerce of automotive equipment	0,7	0,8	0,8	0,9	0,7	0,7	0,7
Maintenance and repair of motor vehicles	0,6	0,6	0,7	0,7	0,8	0,7	0,6
Others	0,2	0,3	0,2	0,3	0,4	0,3	0,4
Construction	20,2	20,7	20,3	20,7	20,8	19,8	19,6
Specialized Construction Works	15,7	15,9	16,0	16,3	15,6	14,2	12,8
Other specialized construction works	12,6	12,8	13,0	13,3	12,6	11,3	10,0
Finishing works	1,3	1,5	1,4	1,6	1,4	1,3	1,4
Electrical installation, plumbing, and other installation works	1,8	1,6	1,6	1,4	1,6	1,6	1,3
Demolition and site preparation	0,0	0,0	0,0	0,0	0,0	0,0	0,1
Building Construction	4,4	4,6	4,1	4,0	4,9	5,4	6,7
Real estate development	4,1	4,3	3,9	3,7	4,7	5,2	6,5
Construction of residential and non-residential buildings	0,3	0,3	0,3	0,3	0,3	0,2	0,2
Civil Engineering	0,2	0,2	0,1	0,3	0,3	0,3	0,2
Construction of networks and lines	0,1	0,2	0,1	0,3	0,3	0,3	0,1
Construction of other civil engineering structures	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Road and railway construction	0,0	0,0	0,0	0,0	0,0	0,0	0,0

Specialized, Scientific, and Technical Activities	9,0	9,0	8,8	7,6	8,3	8,8	8,4
Head Office Activities; Management Consulting	4,7	4,6	4,8	3,8	4,6	5,0	4,7
Management consulting	4,7	4,6	4,8	3,8	4,6	5,0	4,7
Head office activities	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Advertising and Market Research	2,3	2,3	2,0	1,9	1,9	2,0	1,8
Advertising	1,0	0,9	0,8	0,9	0,9	1,0	1,0
Market research and surveys	1,3	1,4	1,2	1,0	0,9	1,0	0,8
Architectural and Engineering Activities; Technical Testing and Analysis	1,0	1,0	1,0	0,9	1,0	0,8	0,8
Architectural and engineering activities	1,0	1,0	1,0	0,9	1,0	0,8	0,8
Other specialized, scientific, and technical activities	0,6	0,6	0,5	0,6	0,5	0,5	0,6
Specialized design activities	0,5	0,5	0,4	0,5	0,4	0,4	0,4
Others	0,1	0,1	0,1	0,1	0,1	0,1	0,1
Legal and Accounting Activities	0,4	0,5	0,5	0,3	0,4	0,3	0,5
Accounting activities	0,3	0,3	0,3	0,2	0,2	0,2	0,3
Legal activities	0,2	0,2	0,1	0,1	0,1	0,1	0,2

Source: Based on data provided by the tax administration(DGI).

Table: Breakdown of cumulative turnover by branch and sub-branch for the top three sections

Branch and sub-branch	2017	2018	2019	2020	2021	2022	2023
COMMERCE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	100	100	100	100	100	100	100
Wholesale commerce, excluding motor vehicles and motorcycles	79,7	79,5	78,9	79,2	78,3	78,8	78,3
Wholesale commerce intermediaries	29,7	30,3	31,2	33,5	32,7	31,7	32,8
Other specialized wholesale commerce	19,8	20,0	19,1	16,9	17,9	19,8	18,3
Non-specialized wholesale commerce	18,4	17,7	16,9	16,7	16,3	16,3	15,8
Others	12,0	11,5	11,7	12,2	11,4	11,1	11,3
Retail commerce, excluding motor vehicles and motorcycles	13,0	13,2	13,8	13,9	14,1	14,2	14,4
Other retail commerce in specialized stores	4,2	4,2	4,4	4,5	4,8	4,5	4,5
Retail commerce in non-specialized stores	3,4	3,3	3,4	3,9	3,4	3,3	3,6
Retail sale of fuels in specialized stores	2,8	3,0	3,1	2,6	2,9	3,6	3,4
Others	2,6	2,7	2,9	3,0	3,0	2,7	2,9
Commerce and repair of motor vehicles and motorcycles	7,2	7,3	7,3	6,8	7,7	7,0	7,4
Commerce of motor vehicles	4,4	4,5	4,4	3,9	4,4	3,8	3,9
Commerce of automotive equipment	2,3	2,3	2,4	2,4	2,7	2,6	2,9
Others	0,5	0,5	0,6	0,6	0,6	0,6	0,6
Manufacturing industry	100	100	100	100	100	100	100
Food industries	22,0	20,8	20,9	22,2	20,6	20,6	20,2
Grain processing; manufacture of starch products	4,5	4,2	4,1	4,5	3,8	3,8	3,6
Dairy product manufacturing	3,3	3,2	3,3	3,4	3,1	3,0	3,1
Animal feed manufacturing	2,7	2,6	2,8	3,1	2,9	3,0	3,1
Manufacture of vegetable and animal oils and fats	3,3	3,0	2,7	2,8	3,0	3,2	3,0
Manufacture of other food products	3,3	2,9	3,0	3,2	2,9	2,8	2,6
Others	5,0	4,9	5,1	5,1	4,9	4,8	4,9
Automotive industry	13,9	13,9	14,0	13,4	14,6	15,6	17,7
Manufacture of motor vehicles	12,0	12,0	12,1	11,9	13,0	14,1	16,0
Others	1,9	1,8	1,8	1,6	1,6	1,5	1,7
Manufacture of metal products, excluding machinery and equipment	9,7	9,6	9,6	9,8	9,3	9,4	10,5
Manufacture of other metal structures	6,2	6,2	6,1	6,4	5,6	5,7	6,7
Manufacture of metal components for construction	2,4	2,3	2,2	2,1	2,4	2,4	2,3
Others	1,1	1,1	1,3	1,3	1,2	1,3	1,4
Manufacture of electrical equipment	6,7	7,1	7,4	7,4	7,0	6,8	8,0
Manufacture of wires, cables, and electrical installation equipment	4,2	4,5	4,9	4,8	4,2	4,4	5,4
Manufacture of other electrical equipment	2,1	2,2	2,2	2,2	2,3	2,0	2,2

Others	0,4	0,4	0,4	0,4	0,4	0,4	0,4
Chemical industry	8,0	9,7	9,5	9,7	10,9	11,4	7,8
Manufacture of basic chemicals, nitrogen products, fertilizers, basic plastics, and synthetic rubber	4,2	5,9	5,5	5,7	7,1	7,9	4,3
Manufacture of other chemical products	3,7	3,6	3,8	3,8	3,5	3,3	3,2
Others	0,2	0,2	0,2	0,2	0,2	0,2	0,2
Manufacture of other non-metallic mineral products	6,4	6,0	6,1	5,9	5,9	5,3	5,1
Manufacture of cement, lime, and plaster	3,8	3,5	3,5	3,3	3,3	2,7	2,6
Manufacture of clay-based construction materials	1,1	1,0	1,1	1,0	1,0	1,0	0,9
Others	1,5	1,5	1,6	1,5	1,6	1,6	1,6
Clothing industry	4,8	4,7	4,5	3,8	3,9	3,7	4,2
Manufacture of garments, excluding fur clothing	4,8	4,7	4,5	3,8	3,9	3,7	4,2
Pharmaceutical industry	4,4	4,2	4,3	4,8	4,4	3,9	4,0
Manufacture of pharmaceutical preparations	4,4	4,2	4,3	4,8	4,4	3,9	4,0
Other manufacturing industries	4,2	4,3	3,8	3,7	4,1	4,5	3,6
Other manufacturing activities n.e.c.	3,9	4,1	3,5	3,4	3,8	4,2	3,3
Others	0,3	0,3	0,3	0,3	0,3	0,3	0,3
Beverage manufacturing	2,7	2,3	2,4	2,3	2,2	2,3	2,5
Beverage manufacturing	2,7	2,3	2,4	2,3	2,2	2,3	2,5
Textile manufacturing	2,5	2,4	2,5	2,4	2,4	2,3	2,2
Preparation of textile fibers and spinning	1,5	1,5	1,4	1,2	1,3	1,2	1,1
Others	1,0	1,0	1,1	1,2	1,2	1,1	1,1
Metallurgy	2,1	2,1	2,0	1,9	2,4	2,4	2,1
Foundry	1,0	1,1	1,0	1,0	1,3	1,4	1,2
Others	1,1	1,0	1,0	0,9	1,0	1,0	0,9
Others	12,6	12,9	13,0	12,8	12,4	12,0	12,0
Construction	100	100	100	100	100	100	100
Specialized construction works	61,7	61,7	63,3	63,4	61,4	64,2	63,7
Other specialized construction works	49,6	49,1	50,6	50,4	48,8	50,6	51,0
Others	12,0	12,6	12,6	13,0	12,6	13,6	12,8
Building construction	33,4	33,1	31,3	31,2	33,6	29,4	30,3
Real estate development	30,5	30,1	28,4	28,2	31,0	26,8	27,8
Construction of residential and non-residential buildings	2,9	3,0	2,8	2,9	2,6	2,6	2,5
Civil engineering	4,9	5,2	5,4	5,4	5,0	6,4	6,0
Construction of networks and lines	4,9	5,2	5,4	5,4	5,0	6,4	6,0

Source: Based on data provided by The General Tax Administration (DGI)

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