



UNITED NATIONS
ECONOMIC
AND
SOCIAL COUNCIL



DISTR.
LIMITED

E/ICEF/L.1097
10 August 1957

ORIGINAL: ENGLISH

UNITED NATIONS CHILDREN'S FUND

Programme Committee

Recommendation of the Executive Director for an Allocation

MOROCCO

Mother and Child Welfare ^{a/}

1. The Executive Director recommends an allocation of \$85,000 to Morocco to assist the Government in a two-year programme (mid-1957 to mid-1959) for rapid expansion of its corps of public health personnel by the provision of teaching and demonstration equipment for seven nursing schools and for training public health auxiliaries in fourteen provinces; and to provide stipends of \$20 to \$30 monthly for the training of 245 nurses and public health auxiliaries. The cost to the Government for training and for the salaries of certified nurses to be assigned to the public health service during the two-year period of this plan will approximate the equivalent of US\$200,000. A recommendation for further assistance to Morocco, to assist in equipping a certain number of medico-social centres and a maternal and child welfare training and demonstration centre, is expected to come before the Board at a later session.

2. One of the consequences of Morocco's becoming independent in 1956 has been a rapid change in the staffing of public services of the country, previously administered chiefly by French and Spanish officials. With the exodus of foreign technical personnel an increasing number of positions in the medical and medico-social services of the country are being left vacant. In order to avoid a rapid

a/ First request for UNICEF aid to this programme

deterioration of existing health services, the Government is reorganizing and accelerating the training of Moroccan personnel. The present recommendation is to assist in the first phase (1958/1959) of the reorganized training programme for professional and auxiliary personnel in public health work.

3. During these two years 363 nurses will complete training and receive diplomas and 750 auxiliaries will be trained. Half of this personnel would be assigned for a minimum period of three years to the numerous public health services in Morocco, the other half to hospitals. Of the total number to be trained UNICEF would grant stipends for 245 trainees. WHO would provide a nursing educator for a period of three to six months in 1957, 1958 and 1959 and will grant a total of 36 months of fellowships.

4. The health problems and the public health organization of Morocco have been outlined to the Board in connexion with previous recommendations for aid to Morocco (E/ICEF/R.313, R.471, L.571, L.742 and Corr.1, L.814, L.986 and Corr.1). Certain general information concerning the population of Morocco and its health problems is annexed to the present document.

The proposed plan (mid-1957 to mid-1959)

5. The long-term aim of the Government is to develop a medico-social and public health structure with special emphasis on preventive medicine and the health education of the population. The immediate aim of the proposed plan for which UNICEF aid is asked is to strengthen the existing public health structure by training professional and auxiliary personnel for public health work.

Training of Moroccan doctors

6. The Government plans to establish a public health demonstration zone where preparatory training can take place. Moroccan medical students receiving State fellowships for their studies abroad will be under obligation to serve in the health services for five years, after receipt of their diplomas. In order to

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prepare them for preventive and curative work in the field of public health, a training programme introducing them to the policy, the methods and the problems of public health services in Morocco will be organized in urban and rural environments.

Training of nurses

7. The training of nurses will be accomplished in accordance with a two-year reorganized and standardized teaching programme to prepare the trainees for future work in hospital services or in the field of public health.

Moroccan State Diploma in Nursing

8. In view of the recent improvement in standards of basic education of young Moroccans it now appears feasible to establish a Moroccan State Diploma in Nursing which would be accorded by the State Nursing School in Casablanca on completion of three years of training including one year of specialization in public health or midwifery. The State Nursing School would also continue to prepare students for the French State Diploma which requires three years of training in nursing. In October 1957 the State Nursing School will have twelve resident positions available for State fellowship students as well as some vacancies for non-resident students.

9. The pre-requisite for admission to the State Nursing School with the aim of preparing for the Moroccan State Diploma is a diploma from the French High School (equivalent roughly to completion of the second year in a college of the United States). For these trainees no entrance examination is required. Prospective trainees with a minimum of four years of secondary education would be eligible subject to passing an entrance examination.

Nursing Certificate

10. In view of the very limited number of candidates who will be able to meet the conditions for admission at the State Nursing School, a Nursing Certificate will be established as a temporary measure to be awarded to personnel with

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lesser training in nursing in order to permit them to serve in the nursing profession in Morocco during the next few years when fully qualified personnel will not be available in adequate numbers.

11. The pre-requisite for admission to training for the Nursing Certificate will be a "certificate of studies" plus two years of secondary schooling. The requirement for secondary schooling may be replaced by one preliminary year of accelerated study under the auspices of the nursing schools themselves.

12. Training for the Nursing Certificate will be carried out as follows:

- a) courses for girls will be provided in Casablanca, Fes, Marrakech and Oujda. A total of 101 trainees will be graduated in June 1958 and 150 in June 1959.
- b) courses for boys will be provided in Rabat and Marrakech; 131 would be graduated in June 1958 and 232 in June 1959.

When the basic educational level of the country has risen further, these schools will prepare trainees for the Moroccan State Diploma in Nursing.

Training of instructors

13. In order to train the directors and instructors of the above schools for the reorganization of the teaching programme, accelerated courses will be organized by the Central Service of Professional Training of the Health Ministry, with the assistance of a WHO Nurse Educator. These courses will take place in November 1957 and again in 1958 in Casablanca and Rabat and will train fifteen to twenty student-instructors.

Training in midwifery

14. While it is anticipated that midwifery training may be put on a fully professional basis within a few years, a temporary expedient has been adopted for the present. Short-term training courses now being organized will provide training at Fes, Casablanca and Rabat for birth attendants at an intermediary level (known in Morocco as "mowelidats").

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Training of auxiliary health workers

15. Primary schooling will be the pre-requisite for training of "auxiliary health workers" who will receive six months of basic nursing training.

Following the first six months of training this group will be broken up for three months of training in specialized courses as follows:

<u>Categories</u>	<u>1958</u>	<u>1959</u>
Hospital assistant	110	220
Health assistant	100	200
Assistant midwife	25	50
Social worker (psychiatric assistant)	<u>15</u>	<u>30</u>
	250	500

Male and female hospital assistants, health assistants and social workers will be recruited for these courses. A special effort will be made to enrol students from rural villages and residence facilities will be provided for one third of the students in the provincial hospital or in other places.

16. Courses for auxiliary health workers will be given in hospitals, public health centres and maternities in the following Provinces:

Agadir	Rabat
Taroudant	Khenitra
Ouarzazate	Meknes
Marrakech	Ksar-es-Souk
Safi	Fes
Casablanca	Taza
Mazagan	Oujda

Instructors trained in the Casablanca and Rabat courses organized by the Health Ministry's Central Service of Professional Training (para. 13 above) will be in charge of the training of auxiliaries.

Assignment of personnel

17. All personnel trained under State fellowships will be required to serve three years in the public health service. As indicated above, half are to be assigned to the permanent staffs of the public health services, the other half to hospitals. (See Annex for outline of existing health services).

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UNICEF commitments

18. As an exceptional measure, taking into account the personnel crisis in the public health services of Morocco, and in order to maintain continuity in services for mothers and children, UNICEF would provide stipends for the training of approximately 245 nurses and auxiliary health workers. The stipends would amount to \$20 to \$30 per month per trainee. Over a two-year period the UNICEF commitment for stipends would amount to approximately \$60,000. In order to qualify for the UNICEF stipends, trainees would have to be recruited from rural areas and would be living away from home during the training period. They would also have to agree to accept assignments in the public health service for a period of not less than three years following completion of their training.

19. UNICEF would provide the following for the two-year period of this programme:

	<u>US\$</u>
a) <u>Supplies and equipment</u>	
i) <u>Teaching and demonstration equipment for 7 nursing schools and for 14 courses for auxiliaries</u>	14,400
ii) <u>Kits for the schools, and for use of the certified nurses on completion of training, 196 kits</u>	4,200
iii) <u>Kits for the training courses and for the use of assistant midwives on completion of training, 103 kits</u>	1,100
iv) <u>Contingencies</u>	3,000
Total supplies and equipment	<u>22,700</u>
b) <u>Stipends</u>	
at \$20 to \$30 a month per trainee for an estimated 245 trainees for varying lengths of time	60,000
c) <u>Freight on supplies and equipment</u>	2,300
Total recommended allocation	<u>85,000</u>

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20. A further request for UNICEF assistance to equip a certain number of medico-social centres and a maternal and child welfare demonstration and training centre is anticipated to come before a future session of the Board.

WHO approval and participation

21. The plan outlined above has the technical approval of WHO. Depending upon the availability of funds, WHO would provide the following assistance:

In 1957

Nurse educators for a period of five months.

In 1958 and 1959

The services of nurse educators for a period of three months.

A public health adviser for a three-months period to collaborate in the study of a demonstration zone.

Fellowships for a total period of 36 months for the professional public health personnel.

Government commitments and matching

22. The Government undertakes to execute the plan of action outlined above and in particular to carry out the following commitments:

- a) to provide all of the directing and teaching personnel required for the training courses, except for the personnel to be provided by WHO;
- b) to provide the buildings for teaching and for residence of trainees as well as all equipment necessary for the execution of the plan, except for that to be provided by UNICEF;
- c) to take all necessary action to recruit the required number of trainees in each category;
- d) to assign professional nurses and midwives as well as auxiliaries from each category to the public health services for a period of at least three years; and
- e) to furnish a yearly report including a statement on the use of funds for stipends.

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23. Government expenditures for this programme for the two years (mid-1957 to mid-1959) would be as follows:

	<u>Moroccan francs</u>	
	<u>First year</u>	<u>Second year</u>
a) <u>Salaries for teachers</u>	28,200,000	50,000,000
b) <u>State fellowships (excluding UNICEF's contribution for stipends)</u>	12,000,000	24,000,000
c) <u>Salaries of new holders of diplomas assigned to public health services</u>	20,600,000	24,000,000
	<u>60,800,000</u>	<u>98,000,000</u>

24. The total two-year expenditure of Moroccan francs 158,800,000 would be equivalent to approximately US\$454,000 of which about \$200,000 would be considered as matching the proposed UNICEF allocation.

ANNEXMorocco: Background Notes Concerning the Population,
Health Problems and the Public Health Structure

1. The population of Morocco is estimated at between nine and ten million. The majority are Islamic; the Jewish and European populations represent about 250,000 persons each. A large majority of the population (estimated at 80 per cent) live in rural areas depending on agriculture, particularly on the production of cereals, and on stock-farming. The Berber population has preserved nomadic or semi-nomadic habits and there are also large movements of other populations between the rural areas and the cities. Migration of large numbers of the rural population to the five big cities has created acute problems particularly with respect to housing and public health.

Public health problems

2. Demographic data concerning Morocco are similar to those of other North African countries in process of development. Mortality rates have shown a decrease over the past few years due to the social and public health efforts of the Government. The annual mortality rate is at present 20 per thousand in the general population while child mortality is estimated at 150 per thousand. However, precise information is not available since birth and death declarations are not compulsory and large groups of the population live in remote parts of the country or follow a nomadic pattern of living which frustrates efforts of public health authorities to obtain accurate data.

3. The birth rate is extremely high (estimated at 35 per thousand population annually). Approximately half the population is below 20 years of age. This rapid growth in population has important bearing on the economy of the country and gives rise to a number of medico-social problems, particularly with reference to child health and welfare. Tradition and custom also impede public health progress to some extent as do the crowding of populations into urban areas and into the unhealthy districts of industrial towns.

4. Epidemics of smallpox, plague, typhus and other contagious diseases which devastated Morocco at the turn of this century no longer exist. Tuberculosis still presents a serious problem and an intensive campaign has been launched to combat this disease. Trachoma and related eye diseases are among the most serious of Morocco's health problems. Reports on progress toward control of these diseases, in which Morocco is assisted by UNICEF and WHO, have been

presented to the Board at earlier sessions (see E/ICEF/L.986, E/ICEF/336/Add.3, paras. 107-108). The Fund is also helping Morocco in control of venereal disease (E/ICEF/L.814, E/ICEF/336/Add.3, paras. 111-113). Malaria is a problem, but endemicity is low. Bilharziasis is present particularly in the South.

5. Malnutrition is fairly common, particularly in the South, and under-nutrition caused by the economic decline of the pre-Sahara regions and by several consecutive years of severe drought is a continuing problem.

Health structure

6. Under the auspices of the French (Southern Zone) and Spanish (Northern Zone) Protectorates of Morocco, an important public health structure was established from the large modern hospitals down to the rural health units. On the whole the framework previously established by the Governments of France and of Spain is maintained although a certain reorganization is being planned at this time. Qualified personnel are becoming more and more scarce because of the departure of an increasing number of Europeans. The public health organization of the "Northern Zone" is modeled on the Spanish system and differs in many points from that of the "Southern Zone".

7. The public health services now in process of partial reorganization are divided generally as follows:

At the national level

Central services of the Health Ministry

At the provincial level

Provincial and specialized hospitals (including diagnostic centres)
Provincial Sanitation and Preventive Medical Service (SPHMP)

At the level of the rural district

Rural hospitals
Rural dispensaries
Consultation rooms

At the city level

Health centres
Social centres
Connected dispensaries

The hospital beds available in the country total 15,842: 14,823 in the Southern Zone and 1,019 in the Northern Zone.

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9. In addition the following facilities, scattered throughout the country, form a network for public health services:

	<u>Southern Zone</u>	<u>Northern Zone</u>	<u>Total</u>
<u>Health centres</u>	13)		
<u>Dispensaries</u>	35)	55	103
<u>Health posts</u>	312	30	342
<u>MCW centres</u>	72		72

10. In the "Southern Zone" one or more mobile teams from the Provincial Health and Preventive Health Services work out of the large provincial centres covering the rural zones where they carry out mass treatments (vaccinations, anti-syphilis treatments, eye treatments) and develop elementary mass health education.

11. The following medical and para-medical personnel comprise the staffs of the various health services. (Figures in parentheses are the number of personnel in that category employed by the Government):

	<u>Southern Zone</u>	<u>Northern Zone</u>	<u>Total</u>	
	1956	1954	<u>Moroccans</u>	<u>Europeans</u>
Doctors - total	1,100	100	38	1,162
with public services	(533)	(100)	(28)	(605)
"Practitioners" (doctors but with incomplete university training)	--	130	42	88
Pharmacists - total	355	not known	29	326
co-operating with public services	(7)	--	(1)	(6)
Dentists - total	188	not known	--	188
co-operating with public services	(5)	" "	--	--
Resident health assistants, nurses, midwives, social workers, all of professional category	2,726	235	1,330	1,631
Others (assistants and administrative personnel)	1,079	265	677	667

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12. These figures, however, do not represent the personnel available in Morocco today since the professional European medical corps (doctors, male and female nurses, midwives and social workers) has been leaving Morocco over the past year and a half. Their replacement has been assured only to a limited extent and no figure given today is valid for tomorrow. Consequently the most urgent problem for the Minister of Health is the training of public health personnel.

Doctors

13. The number of Moroccan medical students at European universities is the following:

6th year-to receive diploma in	1957	4
5th "	"	1958 6
4th "	"	1959 10
3rd "	"	1960 21
2nd "	"	1961 14
1st "	"	1962 28

There is a general scarcity of people with high school or undergraduate college education. All with education are urgently required by the State services. A doctor who has studied under a State fellowship is required to serve the State for five years. Non-fellowship students of medicine are required to spend two years in Government service on completion of medical studies. Fifty full-time posts out of 385 posts for doctors were vacant in May 1957. Only 28 doctors are now in the civil service. A very small number of students will graduate from medical universities before 1960. The Government is at present working out a contract of two years duration to be offered to foreign doctors in order to fill vacancies in the medical corps. These appointees will not, however, qualify as civil servants of the Government.

Professional personnel other than doctors and auxiliaries

14. Concerning professional para-medical personnel, 150 out of 648 posts were vacant in May 1957 for certified nurses or professional health assistants. For certified midwives 51 out of 115 posts were vacant and for social workers 100 out of 160 posts were vacant.
