

PalArch's Journal of Archaeology
of Egypt / Egyptology

PROBLEMS FACING WOMEN WORKING IN COMMERCIAL CENTRES A FIELD STUDY IN THE CITY OF BAGHDAD /AL-KARKH SIDE

Hiba Abdul Mohsin Abdul Kareem

Assit. Lecturer, Women's Studies Center, Baghdad University, Iraq.

Hiba Abdul Mohsin Abdul Kareem , Problems Facing Women Working In Commercial Centres A Field Study In The City Of Baghdad /Al-Karkh Side , Palarch's Journal Of Archaeology Of Egypt/Egyptology 18(4). ISSN 1567-214x.

Keywords: (problems, working women, shopping centres).

Abstract:

Women going out to work in the private sector represented by commercial centres (malls) is a great challenge in light of the exceptional circumstances Iraq is going through. The changes that have occurred in the social, economic and health system in our society have clearly affected all areas of life, especially the work of women. The fact that women being a vulnerable group makes them more prone to such circumstances. The work of women in the private sector is very difficult because it is linked to social customs and traditions and family upbringing. Hence the necessity to research such a topic as women face many social, economic and psychological pressures, in addition to being exposed to some inappropriate behaviours. The aim of the research is to find out the effects resulting from their work in such places.

The research community consisted of a sample of 100 women working in commercial centres (malls). The descriptive and historical approach and the social survey method were also adopted in the sampling method. Moreover, questionnaire, interview and simple observation are also used in this study as tools to collect information. The research concluded that there are many problems facing the working women. These include the negative view of society towards them and the exploitation or extortion they are exposed to as well as the long periods of work that result in additional burdens upon them as they are forced to keep their work due to the urgent economic conditions. In addition, there are social, psychological, health and security impacts that cast a shadow on society and women in particular.

1- Introduction:

The successive economic, social and cultural changes throughout history have affected the determination of the type of work of women. Islamic law has urged work for both sexes, as it is one of the basic foundations of human life, and women have worked since ancient times in the fields that were prevalent at the time. As such, they worked as a nurse, poet, merchant and other professions that were compatible with the nature of society. With the successive changes that society is going through, the roles of women have doubled, which has affected the mechanisms of constructing families and the prevailing relations between them as the family transformed from a social system and bonds dominated by affection and compassion to a consumer unit, which led to the emergence of economic problems. The monthly income of the head of the family became insufficient to meet the basic needs in addition to the abnormal events that our society went through such as wars, displacement. As a result, the woman was forced to go out to work in the private sector in order to help meet the needs of her family or she may be the sole breadwinner. This will make her subject to many challenges, especially when we are in an Eastern society and are bound by inherited norms and traditions that limit the work of women in the private sector that is not restricted by regulations such as working hours, long working hours, lack of pension security, etc., as is the case in government jobs. And this is what exhausts women and increases their domestic responsibilities, such as their duties towards their husbands, raising children, preparing food and other responsibilities.

2. The general framework of the research:

2.1 Research Elements

2.1.1 The research problem:

The necessities of life require that a woman support her husband or her family if she is not married. This is exercised by their entering the field of work in order to help meeting the needs of the home. Although this work will help in solving part of the economic problems of the family, it will nevertheless create other problems that are more severe and dangerous. This is because the woman, especially the mother, is the cornerstone of the family system and her absence from home means the absence of affection, attention and care. In this way, the family education system will malfunction. Numerous studies have proven that working for long hours will stress women and add further burdens upon them that may lead to the neglect of their health and consequently to its deterioration due to lack of sleep and adequate rest. This is addition to the social, psychological and security pressures they face as a result of their such as the negative perception of society to staying in shopping centres for late hours as well as their exposure to harassment or other problems.

2.1.2 The importance of the research:

The importance of research comes in line with the importance of the role of women in society. In our role as researchers in the field of women's studies, we have to explore the depths of such important topics to reveal the problems and challenges that working women are exposed to while performing their work and on the way to it. We also need to identify the negative effects on the women themselves as well as their children, their family as a result of their going out to work. We also need to determine the extent of the women's awareness of their rights and forms of gender discrimination in an attempt to reduce these problems and provide a human environment compatible with the human presence of women to give them the self-esteem they deserve.

2.1.3 Research Objectives:

- A- Shedding light on the most prominent reasons that push women to work in commercial centres (malls).
- B- Identifying the most important problems that women face in commercial centres (malls).
- C- Reaching results through the field study, and then submitting recommendations and proposals to raise the attention of the responsible authorities, increase women's awareness of themselves, and change society's view of them and make them positive and free from manifestations of discrimination against them.

2.1.4 Limitations of the study:

Every scientific research must have limits that the researcher should acknowledge. These limitations stem from the nature and title of the research. This study was limited to a sample consisted of 100 women working in the commercial centres (malls), which are (Mansour Mall and Babylon Mall) in the city of Baghdad / Al-Karkh side. The research procedures were carried out in 2020. Due to the health conditions of the new Corona Pandemic that the world and Iraq are going through, the researcher has gone through some difficulties, both in collecting sources, and in field research procedures as regards conducting interviews and distributing questionnaires. The research was based on the approaches and the information provided by these approaches that could enrich the research and help it to achieve its goal. These approaches are the descriptive and historical approach and the social survey method (Rizq, 2004, p. 79). I have used the interview method and simple observation to collect the data required to complete the field side of the research. As for the statistical methods, the percentage has been used. The quality of the study in this research is descriptive and analytical because it fulfils the conditions and requirements of the descriptive study. These include identifying the problem, purpose and importance of the research as well as the most important scientific concepts related to it. These also involve studying the changes that have occurred to it, the methods and tools used in it as well as collecting data and information, unpacking and analyzing them, and arriving at the most important results and recommendations that serve the research.

2.2 Scientific concepts and terminology for research:

- 1- Problems: This a situation or thing that needs attention and needs to be dealt with or solved by one of the scientific methods (Al-Bustani, 1993, p. 477).

The problems represent any situation that requires a solution and change for the better (Raziq and Ismail, 2010, p. 49). Problems also occur for many reasons, which, at times, are difficult to identify due to the large number and overlap of factors causing them and these factors can be determined by women themselves and the surrounding environment (Al-Jadd, 2017, p.50).

The problems are defined procedurally. The difficulties and obstacles that the working women face because of their work in a difficult work environment (i.e., in malls), such as time, effort, and commitment. These problems are reflected as negative effects on the working woman herself, her family, and society. These problems need sound solutions in order to make the work environment an attractive rather than a hostile field for women.

- 2- The working woman: the woman in the language is derived from the verb (mara) and its source is (generosity). The word woman is the feminine of 'man' (Al-Razi, 1994, p. 101)

In the dictionary of social and human sciences, women are defined as a human entity that enjoys independence and integral human value , just like men, and has rights and duties equal to men without exception and in all areas of life. (Abu Musleh, 2006, p.72).

There is no doubt that our Arab and Islamic history is replete with the most wonderful contributions and works whereby women worked in various prestigious fields. These span trade, agriculture, nursing, state affairs,literature, poetry and other important fields. With the development of social and economic life, the work of women continued, developed and expanded into all fields, until they became an effective and influential element in the development process.

The working woman is defined procedurally as the woman who works outside the home represented by the research sample of female workers in commercial centres (malls).She receives a wage in exchange for this work in order to benefit herself and her family, in addition to her fulfilling her roles and responsibilities towards herself, her family and the surrounding community.

3- Commercial centres (malls): these are commercial complex that contains stores in which various goods are displayed. In addition, they contain entertainment centres, restaurants, and car parks. This type of centres has become popular in our society and has become a means of attracting individuals because it contains trade and entertainment. (Al-Baalbaki, 2004, p. 66).

Commercial centres are not recent, but they have rather evolved in form and content with the developments and changes that have taken place in society in order to keep in line with the requirements of the labour market. Malls can be defined procedurally as a commercial and entertainment place in which job opportunities are available for people looking for work. It is often located in city centres, and includes a large number of workers. In this study, we dealt with the problems that women workers face in some such centres (malls) located in Al-Karkh side of the city of Baghdad, namely (Al-Mansour Mall and Babylon Mall).

3. The working woman and work problems:

3.1 The main reasons and justifications that push women to work in commercial centres (malls):

- 1- Urgent economic needs as the main motivation in the work of woman in she seeks to raise the standard of living for her family and cover the needs of children if she is married. Women's entry into the labour market will improve their living conditions (Abdel-Fattah, 1984, p. 12).
- 2- The need for self-affirmation, self-confidence and a sense of a better social status, as work makes her feel a sense of self-worth and position and leads her to achieve her future aspirations and strengthens her personality (Abu Zayd, 2011, p. 166)
- 3- Financial independence and freedom from dependency on the other. The income that a woman receives through her work ensures that she meets her own needs and requirements without relying on others, such as a family or husband. (Robert, 2002, p. 643). This makes the woman express herself and her views freely and without restriction, as it strengthens her sense of responsibility.
- 4- Investing leisure time in ways that are beneficial to the woman and her family, as well as lead her to form new social relationships. (Gomez & Balkin, 2003)

- 5- Participation in the development of society through joining forces with men and supporting them at work to get to the state of participatory development.
- 6- Developing her experience, whether in her field of work or by informing her of work in areas close to her field of work. (Al Al-Sheikh, 2008, p. 43). This will give her the knowledge and know-how and make her go through new experiences by delving into other works.

Based on the above, the most prominent reasons that drive women to work, whether in commercial centres (malls) or other places, is financial need. This stems from the need to accommodate the requirements of living, and support a life partner or family in building the family's future. This is particularly the case in view of what our society went through in terms of conditions that left many social, economic and political repercussions. This is in addition to the cases of displacement and the increase of divorce in society, which makes women responsible for themselves and their children.

3.2 Problems and Effects Facing Working Women: -

Women's work is considered one of the basic requirements for achieving social development. It also leads to solving some financial problems for the family and achieving women's independence. However, there are some challenges and problems that women face as a result of their work and are summarized as follows: -

- 1- Self-problems. These are represented by all the effects that accrue to the woman herself, such as her low health and psychological condition. This condition in turn can be ascribed to long working hours, standing for long times sometimes, fatigue and physical and psychological exhaustion. These form a burden added to her in addition to her reproductive role, raising children and taking care of them, meeting their needs and caring for the husband and his demands. A woman may live in a state of psychological conflict where she begins to renounce her work being the source of her alienation from her family and home. She may feel that the difficulties and troubles in her life are more than times of rest (Nuama, 1984, p. 201).

These added responsibilities and burdens lead her to lose her comfort and nervousness, anxiety and rapid irritation, especially if she is surrounded by circumstances that are not supportive of her work.

- 2- Problems that accrue to children. Some studies (e.g. Kilani, 2003, p. 181) indicate that a woman's work externally affects the family upbringing of children. The mother is the source of love, affection, tenderness and reassurance for a child who is in dire need of these instincts in order to develop in a healthy way psychologically, physically and socially. The mother's absence for long periods of time outside the home causes an emotional imbalance that is difficult to compensate especially if the children are critically young or teenagers as they need constant care and attention (Al-Khashab, 1986, p. 228).
- 3- The problems that accrue to the husband. Although woman's work outside the home is considered an income support for the husband and family, it is not without its own negative effects. As we mentioned earlier, the woman's staying outside the home for long and late times, because of her work will make her neglect herself and lead her to fatigue and exhaustion. She also sometimes does not find enough time to care for her husband, satisfy him and meet his various needs (Awfi, 2003, p. 148). From here, we find that a

woman's work may destroy the marital relationship and bring it to an abyss of decline, and it may lead to divorce if there are many family problems because of her work.

- 4- Problems and effects that accrue to society. Sometimes the work of women and their entry into the labourmarket may lead to crowding out and low job opportunities for men. This in turn leads to an increase in the unemployment rate. In addition, what has been mentioned previously may have its effects in one way or another on society. (Al-Subaei, 2010, p. 19). Family disintegration that may occur due to women's neglect and preoccupation with their work and insufficient follow-up of children may lead them to fall into serious problems with a negative impact on society. There are also those who consider the work of women in such places (malls) as a social stigma because of the customs and traditions that govern Arab society. (Arab Monetary Fund, 2018, p. 3).
- 5- Discrimination on the basis of gender. Discrimination on the basis of gender is well known. Society still suffers from patriarchal domination and authoritarianism in making decisions regarding women's work (Baydoun, 2012, p.57).
- 6- Lack of financial return for women in exchange for the effort and the great time they spend in their work in the commercial centres. The wage is not commensurate with the effort made by the woman, which causes her to become frustrated and unmotivated to continue working (Musa, 2003, p. 230).
- 7- The abuse or violence that a woman is exposed to, whether verbal or physical, is one of the important problems that she faces. It causes her great psychological and social harm. Women working in mixed settings may be exposed to abuse or harassment, whether from work colleagues or clients, whether in the form of adversity or unacceptable behaviour. This makes the woman feel embarrassed and humiliated, as she may have to remain silent about the offense in order to stay in her work. (Abdulkareem, 2020, p. 603).

In addition to these problems, it is clear that women in most crisis humanitarian societies bear a double responsibility due to unfavourable social, economic and political conditions. The work of women here is a necessity to face urgent challenges.

4. Presentation and analysis of field data:

Using the methodology described earlier, this section will be devoted to analysing the data contained in the questionnaire forms of the respondents:

1- Gender data

The female category formed a 100% given the subject of our research and the intended sample are women working in commercial centres (malls).

2- Data related to age distribution

The data showed that the respondents from the age group (15-25) reached (22%), while the age group (26-35) was (53%). As for the age group (36-45), their percentage was (19%), and the age group (46-55) represented 4% while the (+55) group stood at only 2% of the total number of respondents. We can conclude from the foregoing that the highest percentage was for the age group (26-35). We notice that more than half of the sample are young and have additional responsibilities in addition to work, as we explained in the theoretical part of the research.

3- Data related to the social background of the respondents

Through an analysis of field data on social background of the respondents, it appears that (19%) of them come from a rural social background, while (81%) of them come from an urban social background. Thus, we find that women's work is widespread among all social classes.

4- Housing ownership Data

It is clear from the field data that (24%) of them live in own property, while (76%) of them live on rent. The latter percentage represented more than half of the sample. This indicates that financial need is one of the important reasons that push women to work in order to cover rent and other expenses.

5- Data related to the academic achievement of the respondents

The field data on the academic achievement of the respondents showed that (4%) of them can read and write, while (7%) of them had a primary education. The data also showed that (11%) of the respondents obtained the intermediate level, while (22%) completed secondary school. The data also showed that (16%) of them had a diploma while (34%) obtained a bachelor's degree, and (6%) completed postgraduate studies. We conclude from the foregoing that the vast majority of the sampled women have a bachelor's degree and their percentage was (34%) of the total sample. In other words, most of women working in commercial centres have a degree, yet their poor financial conditions forced them to do this work. This requires the responsible authorities to find better jobs for graduates and save them from unemployment or from working in places that are not commensurate with their academic achievement.

6 – Data on the marital status of the respondents

A glance at the field results of the marital status of the respondents reveals that (39%) of them are unmarried, while (61%) of them are married. These indicators show us that the vast majority of respondents (61%) of them are married working women. This in turn reflects that they bear responsibility and added burdens, which makes them tired and in a poor psychological state due to the burdens upon them such as raising children and other family responsibilities.

8- Data on the reasons and motives that prompted the respondents to work in commercial centres (malls)

The field data contained in the questionnaires explaining the reasons and motives that led the respondents to work indicate that 63% of the sampled women work because of their poor economic situation and standard of living. Around (7%) of them said that they work to get rid of domestic violence and rough treatment as well as male discrimination within the vicinity of their families. As for the reason for the woman's reluctance in her academic achievement, which was the motive behind her work, it formed only (4%) of the answers, and (9%) of them answered that self-affirmation and obtaining a higher social status was the reason for her work. Around (11%) of them said that their work was to fill their spare time due to unemployment and other reasons such as their desire to participate in the development of society, while (6%) of them stated self-reliance and freedom from humiliation for the other as the reason behind their work.

It is evident from the analysis of the results above that the reason behind the work of the majority of the respondents, at a rate of (63%), is the low economic level, financial need and participation in covering family needs. In addition, most of the respondents' answers during the interviews

conducted by the researcher said that lack of suitable job opportunities for women is what drives them to work in malls.

9- Data on women's conviction about their work in shopping centres

The respondents' answers indicated that (52%) of them are not satisfied with their work while (48%) of them are somewhat content with this work because they did not find any better. It becomes clear from these results that (52%) of the sample respondents, which represents more than half of them, have expressed dissatisfaction with work in commercial centres, whether because of the nature and type of work, or the length of work time or the wage that is not proportional to the work. But they are forced to stay with it to meet their own needs and their families'.

10- Data related to the financial return of working women

The field data indicated that (55%) of them believe that the financial return they get for their work is not commensurate with the length of work hours and the effort expended, and that it is not sufficient to meet all the needs of women. The data also revealed that (45%) of them indicated that the financial return they receive is sufficient for their needs. It is clear to us through the results of the questionnaire that more than half of the sampled women (55%) feel that their financial wages are not sufficient, especially if the working woman is the sole breadwinner for the family, or if she has children. They do these jobs as a result of their urgent financial need.

11- Data on the exposure of working women to abuse, violence or gender-based discrimination

Field answers indicated that (59%) of them said that they are subjected to various kinds of abuse. These range from verbal harassments or insults from the employer for any reason whatsoever or may be subjected to harassment by clients. Results also indicated that (41%) of them answered that their work was not a reason for them to be abused. It is evident from these results that more than half of the sample (59%) have been subjected to a type of abuse, whether it is inside the work or during going and returning to it. In addition, they are being subjected to discrimination on the basis of gender, especially since most of their work hours end at night, which makes women vulnerable to abuse, criticism and harassment.

12- Data on the self-problems of working women

The answers of the respondents indicated that (73%) of them suffer from health problems, and fatigue due to work and its long hours, while (27%) of them indicated that the work does not cause self-problems for the woman herself. It is evident from the results of this question that the vast majority of the sampled women (73%) indicated that they face personal problems such as the deterioration of their health conditions, whether physical or psychological, due to work pressure and the difficulties they face during it, in addition to other burdens on their shoulders.

13- Data on the effects on children due to women's work

This question was answered from all the sampled women, even the unmarried ones, who answered it from their point of view. The answers revealed that (81%) of them stated that women's work has negative effects on children, while (19%) of them answered that work does not affect children. It is evident from the results that most of the respondents (81%) indicated that work has

negative effects on children and these effects are dangerous for them despite the financial return of the work. So, the mother's stay for a long time outside the home and away from her children who are in need of care, attention and follow-up must be necessary. It leaves an educational and emotional gap for children. She continues to feed, educate and teach, and despite this, she returns home after her work and takes care of them. That is often at the expense of her health and time, which makes her anxious and exhausted all the time. She needs someone to support and help her, whether it is the husband or family.

14- Data regarding the effects that occur on the husband because of the woman's work

The answers to this question by the respondents were fluctuating and closer to equality. The woman considers that her work is mainly to assist the man in covering the financial needs of the family and he is a burden and must take this issue into consideration. (49%) of the sampled women answered that the work of the woman negatively affects the man, such as returning late to the house and neglecting his requirements sometimes due to the fatigue and exhaustion that women suffer because of work. (51%) of the respondents answered that a woman's work does not negatively affect the man, rather it is a real support for him. It is evident from this that more than half of the sample (51%) believe that their work is to help meet family needs, which is an additional burden on women and may sometimes fall on their shoulders.

15- Data related to the question about whether the mixed work environment constitutes one of the obstacles facing working women

The answers to this question revealed that (67%) of the sampled women assert that the mixed work environment constitutes an obstacle for them, while (33%) of the respondents indicated that it does not constitute an obstacle to them.

It is evident from the answers to this question that most of the respondents, at a rate of (67%), think that the mixed work environment is an obstacle for them for several reasons, including the refusal of the husband or family to work because it is in a mixed environment. Thus, women lose their work for this reason and sometime face discrimination against them on the basis of gender due to the presence of men working with them. So, the employer prefers men because they are more dedicated and able to perform the arduous work that women cannot do, and women may be exposed to harassment and abuse because of the mixed work environment.

16- The data about the extent to which the work of women in commercial centres (malls) is considered a social stigma?

Results revealed that (65%) of the respondents indicated that society does not consider the work of women in commercial centres a social stigma, while (35%) of the respondents indicated that society sometimes considers the work of women in commercial centres to be inappropriate or a stigma. The analysis of the data shows that while the highest percentage (65%) think that the work of women in commercial centres does not represent a social stigma, it is sometimes met with objection or criticism from some. This is because it is a mixed environment, and the return times are also late.

4. Research results:

The results of the research gleaned from the analysis of the field data can be stated as follows: -

- 1- The gender field study data showed that the percentage was (100%) for the female category. This is because the subject of our research and the intended sample are women working in commercial centres (malls).
 - 2- The field data related to the age of the respondents indicated that the highest percentage was for the age group (26-35), at (53%). We notice that more than half of the sample are young and have extra responsibilities in addition to work, as we explained earlier in this study .
 - 3- According to the field indicators related to the social status of the respondents, it is clear that the vast majority of the respondents (81%) come from an urban social background. Thus, we find that women's work is widespread among all social classes.
 - 4- The results of the research on housing for the respondents showed that the highest percentage was for the respondents who occupy a rented type of housing, at (76%), which represents more than half of the sample. This indicates that financial need is one of the important reasons that drive women to work, i.e., to cover rent and other expenses.
 - 5- The field data related to the academic achievement of the respondents indicated that the vast majority of them have a bachelor's degree and their percentage was (34%) of the total sample. In other words, although most of women working in commercial centres have a degree, yet their poor financial conditions forced them to do this work. This requires the responsible authorities to find better jobs for graduates and save them from unemployment or from working in places that are not commensurate with their academic achievement .
 - 6- In light of the research results on the collective state of the sampled women, indicators revealed that the vast majority of the respondents (61%) are married working women. This in turn reflects that they bear responsibility and extra burdens, which makes them tired and in a poor psychological state due to the burdens upon them such as raising children and other family responsibilities.
 - 7- Based on the analysis of the results, it was revealed that the most prominent reasons and motives that prompted the respondents to work in commercial centres (63%) were the low economic level and financial need and participation in covering family needs. This is in addition to the fact that most of the respondents' answers during the interviews conducted by the researcher revealed that the lack of suitable job opportunities for women is what drives them to work in malls.
 - 8- The results of the research showed that (52%) of the sampled women are not satisfied with their work in commercial centres (malls). They ascribed their dissatisfaction with working in commercial centres to the nature and type of work or because of the length of work time or disproportionate wages. However, they are forced to keep their job to meet the needs of their families and themselves.
- 9 – It is clear to us through the results of the questionnaire related to the financial return of working women that more than half of the sample, i.e. 55%, think that the wage they receive from their jobs is not sufficient for them. This is particularly the case if the working woman is the sole breadwinner for the family, or if she has children. Despite this fact, urgent financial need forces them to remain working in these jobs.
- 10- In light of the results of field research on the extent to which working women are exposed to abuse, violence, or discrimination on the basis of gender, it is clear that more than half of the sample, (59%), have been subjected to a type of abuse, whether in the workplace or while going

and returning to it. In addition, they are exposed to discrimination on the basis of gender, especially since most of the work hours end at night. This makes women vulnerable to harassment, criticism, and adversity.

11. The data indicated that the results of field related to special problems of self-working women revealed that the vast majority of the sample, at (73%), ascribed their self problems to their work. These problems range from health or physical to psychological and are a result of work pressure and the difficulties they face which, in addition to the burdens of their family duties.

12- The data reported in the field of research related to the effects that children are exposed to because of the mother's work revealed that most of the respondents, at (81%), indicated that work has negative effects on children. These effects come in spite of the financial return of the work. The mother's stay for a long time outside the home and away from her children who are in need of care, attention and follow-up must leave an educational and emotional effect on the children. She continues to feed, educate and teach them, and despite this, she returns home after her work and takes care of them. That comes at the expense of her health and time, which makes her anxious and exhausted all the time. She needs someone to support and help her, whether it is the husband or family.

13- The results of the field research on the effects on the husband due to the woman's work showed that more than half of the sample (51%) believe that their work helps in meeting family needs, which is an additional burden on the woman.

14 – According to the field indicators for considering the mixed work environment as one of the obstacles facing the working woman, it was found that most of the respondents (67%) think that the mixed work environment constitutes an obstacle for them for several reasons. These include the husband or family's refusal to work for the woman in mixed environment. Thus, women lose their work for this reason, and sometimes face gender-based discrimination due to the presence of men working with them. Therefore, the employer prefers men because they are more dedicated and able to perform the hard work that women cannot do. Also, women may be subjected to harassment and abuse because of the mixed work environment.

15- The data provided by the respondents indicated the extent to which the work of women in commercial centres (malls) is considered a social stigma, it was found that the highest percentage (65%) of the answers revealed that the work of women in commercial centres does not represent a social stigma. However, it is sometimes met with some objection or criticism, as it is a mixed environment, requires staying late.

We can say that women's participation in the workforce is an important indicator of women's economic reality, so the absence of legal frameworks that protect them from violence and discrimination will lead to a low rate of their participation in the labor market. Among the things that the state should pay attention to is employing graduates in a way that suits the labor market.

5. Recommendations and proposals:

- 1- Raising the level of awareness of women regarding any problem or challenge they face in the field of work. This can be done by strengthening the concept of (women's self-awareness), especially the working women, so that they do not fall into the trap of surrendering to any form of problems and difficulties. This rests with civil society organizations and bodies concerned with women's issues and rights by holding

awareness sessions and effective programs to empower women, enhance their self-confidence, and help them to recognise the strengths in their personality as they are the main pillar for building and developing society.

- 2- Improving the image of women in society by trying to change the traditional view about her and ensuring the consolidation of the values of citizenship, fairness and social justice, and eliminating concepts that help to discriminate against women. The man must understand the heroic role that the working woman plays as she is a wife and mother responsible for raising children. In addition, she works to stand with her husband or her family in covering the material needs of the family, and the various media that handle that.
- 3- Raising the status of working women by increasing awareness of the social upbringing process about the importance of women's work and their participation in the development process for both men and women. This is in order to create a social climate dominated by the principle of equal opportunities for men and women and contributes to helping women claim their rights and practice them naturally as well as working to inculcate positive perceptions of the importance of the role of women in society and to reject unfair images against them.
- 4- Activating laws related to the rights of working women in the private sector and putting them into effect. These laws include increasing wages and reducing working hours. Attention should also be paid to activating international agreements and implementing legal measures that deter people who abuse working women. There should also be zero tolerance on any form of violence that would expose women to abuse inside or outside work. This is in accordance with the CEDAW Agreement stipulated Article Two, Clause (c), which establishes legal protection for women's rights on an equal basis with men and to ensure effective protection for women through national courts and other public institutions from any discriminatory action, and to take all appropriate measures including in that legislation (clause F) to amend or abolish existing laws, regulations, customs and practices that constitute discrimination against women.
- 5- Reducing the rate of poverty in society, by providing resources and opportunities for members of society, and paying attention to infrastructure, especially since the Iraqi society suffers from many problems and crises caused by wars and terrorism. These left a severe impact on society, especially women, as they are considered a socially vulnerable group.
- 6- Adopting programs and policies to address some of the threats of women's human insecurity as well as identifying ways to reduce the incidence of hidden violence against women working in the public and private sectors.
- 7- Conducting more research and studies related to the issue of women's work and the type of professions that they practice, and upgrading their educational level in order to increase their economic participation opportunities. There is also a need to conducting annual surveys and document data and information to find out the extent of the problems faced by women working in the private sector and try to reduce them.

References:

- Abdul-Fattah, C., 1984. *The Psychology of Working Women*. Beirut: Dar Al-Nahda Al-Arabiya.
- Abdulkareem, H., 2020. Violence against women in the field of work. *Nasaq*, (26).

- Abu Musleh, A., 2006. Dictionary of Sociology. Amman, Jordan: Dar El-Mashreq.
- Abu Zayd, R., 2011. Violence against women and how to confront it in light of the provisions of Islamic jurisprudence. 1st ed. Alexandria, Egypt: Dar Al Wafaa for Publishing.
- Al Al-Sheikh, H., 2008. Contemporary economic challenges and their impact on the participation of Saudi women in the labor market. In: the Forum on the Role of Arab Women in Sustainable Development and Civil Society Institutions, March, 2008, Doha, Qatar.
- Al-Bustani, B., 1993. Muhit Al Muheet. 3rd ed. Beirut: Dar al Kotob al-ilmiya.
- Al-Khashab, M., 1986. Family Sociology. Cairo: National House for Printing and Publishing.
- Al-Razi, M., 1994. Mukhtar Al-sihah. Beirut: Arab Book House.
- Al-Subaei, H., 2010. Social Problems Facing Working Women in a Mixed Work Environment. Master's. Imam Muhammad ibn Saud Islamic University.
- Arab Monetary Fund, 2018. Arab Women's participation in the labour market. Abu Dhabi: Arab Monetary Fund.
- Baydoun, E., 2012. Gender ... What do you say – the trend and reality in the conditions of women. Beirut: Dar Al-sharqi.
- Gomez-Mejia, L. and Balkin, D., 2003. Management. New York: McGraw-Hill.
- Kilani, L., 2003. General Practice Providing Social Service in the Field of Family and Childhood Care. Cairo: University Book Publishing and Distribution Centre.
- Musa, R., 2003. Psychology of women. Cairo: The Ano-Egyptian Bookshop.
- Mustafa, A., 2003. Women's Exodus to the Field of Work and Its Impact on Family Cohesion. Journal of Human Sciences, University of Montouri Constantine, (19), pp.131-150.
- Nuama, S., 1984. The Psychology of Working Women. Beirut: Adhwaa Arabia for Printing, Publishing and Distribution.
- Raziq, F. and Ismail, N., 2010. Concepts and Terminology of Criminal Sociology. Beirut: Basaer House.
- Rizq, I., 2004. The Principles of Writing Scientific Research. Damascus: Tishreen University Press.