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**AN ANALYTICAL STUDY OF THE REALITY OF THE LABOR MARKET
AND UNEMPLOYMENT IN IRAQ FOR THE PERIOD 2003-2013**

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Abstract :

objectives : Determine the reasons behind the aggravation of the phenomenon of unemployment in Iraq. Determining the economic and social consequences of the spread of unemployment. Determine the mechanism by which the unemployment phenomenon can be addressed and linked to the Iraqi labor market potential.**conclusions :** Iraq suffers from the phenomenon of structural unemployment resulting from the imbalance in the productive structure due to the stoppage of the main production sectors, especially the agricultural sector, industry and most agricultural activities. Privatization operations contributed to the increase in unemployment rates due to the layoffs of a large number of employees by the new investors, due to lack of experience and lack of qualifications among workers, and this led to an increase in the supply in the labor market.**Recommendations :**Diversifying the Iraqi economy and moving away from relying on oil as a major economic resource, developing agriculture and industry, and upgrading the infrastructure is sufficient to reduce unemployment in Iraq. It requires attention in the labor market and creating a balance between educational outcomes after preparing them, training them and obtaining qualifications with the demand for work in the Iraqi market.The recovery of investment and the development of a financial and monetary policy to support the Iraqi economy and increase the volume of employment of the Iraqi workforce in order to obtain real entry into the labor market that reduces unemployment.

Introduction :

The task of the labor market institutions lies in their ability to assimilate the manpower and create the appropriate conditions to contain them and maximize the specific benefit to achieve increased production, income and well-being, hence the necessity to know the compatibility between education results and the labor market. And since coordination between them is one of the most important challenges that countries face, especially developing ones, because of their direct impact on various social and economic aspects. It reflects the compatibility between higher education outcomes and labor market requirements and the flexibility of the education system and its ability to respond to labor market requirements. As a result, it has become imperative for these countries to direct investments to the human element and adopt an integrated scientific approach and method to achieve the desired goal, which is to create compatibility between education results and the labor market. One of the most important measures of education success is its relationship to the labor market, which is a clear picture of the efficiency outside of education, And career guidance represents the important link in this aspect, because it is based on knowing the requirements and dimensions of the labor market, and then preparing special programs for vocational guidance, which in turn seek to prepare and develop work, because the optimal use of human resources through increasing economic participation rates and the labor market and when the system is not established The educational system with its tasks as required, or when the production system is unable to keep pace with developments in the educational system, and lacks flexibility to accommodate educational results, the problem of incompatibility, the natural result of this problem is an increase in unemployment rates among graduates, as unemployment is one of the most prominent economic and social problems. Facing the economic growth in Iraq because of its negative repercussions on the economic, social, political and security levels The roots of unemployment in Iraq went back to before 2003, due to the existence of structural and structural problems in the Iraqi economy, as a result of the multiple wars and the economic blockade, but they were not as dangerous as they represent at the present time due to some wrong actions and decisions taken by the American occupation authority that represented a solution The former army, the Ministry of Information and some other state institutions, which led to large numbers of unemployed people heading to the Iraqi labor market, as well as the destruction of the Iraqi economy as a result of that war. Successive governments since 2003 have not been able to solve the unemployment problem. The available statistics and data on unemployment rates before (2003) depend mainly on the results of population censuses conducted in Iraq for the years (1977, 1987, 1997), while the statistics and data on unemployment were available after In 2003, through the statistical surveys carried out by the Ministry of Planning represented by the Central Bureau of Statistics. Employment and unemployment surveys were conducted in cooperation with the Department of Labor and Social Security of the Ministry of Labor and Social Affairs for the years (2003, 2004, 2005, 2006, 2008) and for the years (2007, 2011, 2012), economic and social surveys were conducted, and part of these surveys were devoted to employment and unemployment in Iraq and for the importance of this topic, we will discuss the problem of unemployment in Iraq for the period (2003-2013) and its relationship to the labor market. This research has been divided into three topics as follows: The first topic: Market Work, its concept, factors affecting it, the second topic, trends in the growth of the workforce in Iraq, the third topic, the reality of unemployment in Iraq and its types.

Research Methodology :

First: The importance of the research: The importance of the research comes from the fact that it deals with the problem of unemployment, which is considered one of the intractable problems that the Iraqi economy is concerned with. The labor market, in addition to the economic, social, political and security consequences that result from not having the opportunity to invest its energy.

The Research Problem:

The research problem centers on the spread of the phenomenon of unemployment and its exacerbation year after year and the lack of serious programs to reduce it, especially after the year 2003, and this resulted in many risks that reflected on the individual and society and led to the waste of Iraq's economic and human potentials, and here it is necessary to highlight the economic and social characteristics of the unemployed who They represent a large portion of the labor market in Iraq.

The research hypothesis:

The research is based on the assumption that unemployment in Iraq is one of the most important challenges facing the Iraqi economy, which leads to alarming economic and social implications if rapid development measures are not taken that contribute to creating job opportunities capable of absorbing new entrants into the labor market.

Research objectives:

- 1- Determine the reasons behind the aggravation of the phenomenon of unemployment in Iraq.
- 2- Determining the economic and social consequences of the spread of unemployment.
- 3- Determine the mechanism by which the unemployment phenomenon can be addressed and linked to the Iraqi labor market potential.

Research Method:

The research method is based on the descriptive approach associated with the analysis of data and information related to the causes of the emergence of unemployment in Iraq and its implications on the labor market, based on what is published by the Ministry of Planning and Development Cooperation and the Central Agency for Statistics and Information Technology, what is published by relevant international and Arab organizations, and what is included in the sources and references. Arabic and foreign and university dissertations.

Research Limits:

- 1- Temporal boundaries: 2003-2013.
- 2- Spatial boundaries: Iraq.

The first topic:

The labor market, its concept, the factors affecting it

The great importance that work performs comes from the fact that it plays an important role in the economic life of the state, because work is the main engine of the production process, and without work there is no production, whether it is material production represented in goods or services. Moreover, work is one of the factors of production besides land, capital and organization .

First / the concept of the labor market:

In every market there are buyers and sellers, who represent the supply and demand sides, and this also applies to the labor market. The buyers of the services of the work element are the business owners (the business sector), while the sellers are the workers (the family sector) who sell their services and because the labor market consists of a number Too many buyers and sellers, the decisions to buy and sell are not independent, but rather affect and influence each other (Borjas, 2013, 114).

The labor market is defined as the mechanism of interaction of the forces of supply and demand for labor services and the labor market, which can be society. (Silm, 2010, 2) Others defined the labor market as the mechanism through which workers and jobs are reconciled through coordination between all buyers who are employers. Labor, and the vendors who are workers and represent the labor component (Ehrenberg & Smith, 2012, 25).

It is possible to distinguish between the different types of labor markets, because the work service is not homogeneous, and because the work has different classifications, there are skilled and unskilled workers, and that the mechanic service differs from the doctor's service, and differs from one specialty to another, and therefore there is a market for each work service such as the labor market in The agricultural sector, the labor market in the tourism sector, the labor market in the construction sector ... etc. (Al-Qurayshi, 2007, 21). In the same context, the workforce can be divided into two categories of the population, the employed and the unemployed. Accordingly, the concept of the workforce includes three components:

1- The ability of the individual to work. 2- The individual's desire to work. 3- Providing the individual to work (Mansour, 1975, 32-33).

As for individuals who do not work, do not search for work, or wait to return to their jobs that have been temporarily suspended from them, they are not considered part of the workforce. Accordingly, the total workforce includes employed and unemployed persons (Ehrenberg and Smith, 1994, 39).

Labor power is defined as the power that a person possesses, represented in the sum of the material and mental capabilities inherent in the human body and in his living personality, thanks to which he can produce material experiences. Labor power is the one that creates and moves the means of production, and with the advancement of the tools of production, the human capacity to work grows (Narrator and AbdJassim, 1989, 8).

Unemployment is defined as everyone who is able to work, desires it, searches for it and accepts it at the prevailing wage level, without success.

Second / job offer and factors affecting it:

The concept of job offer includes the number of workers willing to offer their services from work in exchange for a specific wage, and the most accurate definition is the sum of the working hours that workers wish to provide for production purposes in exchange for a specific wage and within a certain period of time, with other factors remaining constant, and the existence of a direct relationship between wages and quantity. This means that the supply curve has a positive slope (Al-Qurayshi, 2007, 37). Or the job offer is defined as the number of manpower, represented by the effort actually offered or ready for work. During a certain period of time, it represents that part of the total population whose ages fall between (15-64) years and is called the economically active population (Al-Rawi and AbdJassim, 1989, 23-25).

There are a number of factors that affect the job offer, including:

- 1- Population size: The size of the population affects the supply of work, as the greater the population, the greater the number of people who are able to work.
- 2- Working hours: where the labor supply increases with the increase in the number of hours allocated to work.
- 3- The percentage of the population of working age: the higher this percentage, the higher the job supply, and vice versa as well.
- 4- Freedom to choose work: work conditions and nature, work efficiency and factors affecting it, education and vocational preparation, division of labor, living conditions.
- 5- The gender composition of the population in terms of sex and work.
- 6- Immigration: the transfer of workers affects the available labor as well as the type of expertise that exists and the extent of its specialization in certain jobs.

Third / Demand for work and factors affecting it:

The demand for work is the amount of human effort required by employers in return for a given wage. It is expressed by the demand for workers who have the capacity to provide the effort required by the production units whose components are determined according to the type of activity in which they work and the technical method used (Al-Rawi and AbdJassim, 1989, 25). The demand for labor is also the maximum unit price that the buyer can pay in purchasing a certain quantity of these goods or services, bearing in mind that the seller is the workers and the buyer is the employer (Najib, 2002, 24).

Factors affecting demand for manpower:

Since the demand for manpower is one of the two sides of the labor market, and the employer buys or rents labor services from the market in exchange for what he pays in terms of wages for workers, that is, the employer demands work from the workforce not for consumption, but by making use of it in the production of goods and services. Other. The demand for manpower is linked to many factors, the most important of which is.

- 1- The level of real wages: The level of wages is one of the most important economic factors affecting the demand for

Work, and there is an inverse relationship between wages and the demand for work when other factors are unchanged (Al-Quraishi, 2007, 32).

2- Effective aggregate demand: the greater the demand for goods and services, the producers are forced to increase their production, and in order to increase production they must employ more production factors, including work, and if we took the demand for labor calculated by the hour / work, work would be one of the variable factors even in the short term. Consequently, the increase in the overall demand for goods and services by consumers, investors, the state and the outside world (net exports after imports are subtracted), will increase producers' demand for work.

3- The production function: the production function means the relationship between the factors of production necessary to produce one unit of the good or service, and labor is one of these factors. If the volume of production is decided based on the size of the effective demand. Whether it is the level of the facility or the national economy. The amount of labor needed (as well as for the rest of the factors) will be determined to produce that amount of goods and services (Al-Maliki, 2009, 106-107).

It is clear from the foregoing that the variable of supply and demand in the labor market is not a variable and it is in a state of constant movement and change, and in order to ensure that the organization obtains the necessary human resources in terms of type and quantity at the appropriate time and time, it must develop an appropriate and sufficient strategy to achieve this goal.

Fourth / balance in the labor market:

Concept of equilibrium in the labor market:

What is meant by balance in general is to explain the effect of both supply and demand on wages and the hours of work required and offered, however, the more accurate definition of the correctness of the balance is: the amount of hours that workers want to offer and sell in the market, which is equal to the amount of hours that employers want to buy or employ (Arab , 2006, 79-80).

The national economy of any country is in equilibrium in the labor market when the economy achieves the level of full use of labor power. Full employment means the level of employment that is achieved from the efficient use of the civilian labor force while permitting a normal rate of unemployment that results mainly from the dynamic changes and structural conditions of the economic structure, and accordingly, the level of full employment does not mean that the unemployment rate becomes zero, this rate cannot be achieved, but rather that the unemployment rate does not exceed (5.1%) of the total workforce, as indicated by the Bureau of Labor Statistics (Abd al-Ridha, 1990, 108). The economic balance is considered a basic condition for economic stability, because the economic balance is what creates a stable and secure environment that stimulates investment, and it is what leads to achieving relative stability in exchange rates, as well as achieving the optimal use of available economic resources (Issa, 2013, 14).

As for the imbalance, the imbalance occurs in the labor market when the unemployment rate exceeds the previously mentioned rate, and it is what pushes the general economic policy in

almost every country to avoid this in order to maintain a high level of employment, because widespread unemployment generates social unrest and political instability. Unemployment is a waste of an important economic resource that cannot be used in developing the national economy and supporting the well-being of the individual. That the structural imbalance is an imbalance in the proportions of the reciprocal relations between the economic elements and variables in a way that leads to the economy losing the state of equilibrium. A distinction must be made here between the cyclical imbalance that accompanies and results from the economic cycles, and the structural imbalance that arises from deep structural factors that affect the composition of economic variables for a long period of time, and this imbalance is the most dangerous for the labor market.

The second topic:

Trends of labor force growth in Iraq

The size of the workforce depends on the size of the population and the structure of the society, and they are all consumers and that a small part of them practice the productive process. The population is classified into three categories in terms of age, which are (the population under 20 years old, those over 60 years old, and those between 20 and 60 years old) that the last category is economically active and plays a basic role in the productive process within society and is responsible for providing for other groups, so it is called productive forces. The demand for work is one of the two sides of the labor market and the employer buys labor services from the market in exchange for what he pays for workers And that the job offer represents the second aspect of the labor market, and it refers to the number of manpower ready to work during a certain period of time, and it is synonymous with the terminology of the workforce, and that the balance between job demand and job offer is determined by the labor market, and when the available job opportunities exceed the number of job seekers The labor market is called the tight labor market, and if it is the opposite, i.e. the number of job seekers exceeds the available opportunities, this is called the sluggish labor market.

First: the workforce in Iraq:

the population is the main tributary of the workforce, as it is not possible to study the growth of the workforce without studying the reality of the working-age population and population:

1. Population growth in Iraq for the period 2003-2013: Iraq is considered one of the developing countries, as it suffers from an increase in the rate of population growth since 1960. The increase in the rate of population growth means injecting a new labor force into the labor market, in dynamic societies because it is a force that provides the economy with productive power Renewables that contribute to economic growth in light of the returns of (the gift of population), and that they create additional demand that affects production, and thus increase the demand for labor force, and in return, if the population increase is not properly exploited by absorbing it in productive areas, it will lead to greater unemployment (Kazem , 2011, 10). The results of population statistics reflect that the population growth rate witnessed a decrease, reaching (2.86%) in the year 2003, and then this rate decreased slightly in the years (2006-2010), reaching between (2.4% - 2.65%), while this rate was stable for the years. (2011, 2012, 2013) and reached (42.5%) respectively, and the reason for the decrease in the population growth rate is the high death rate and low birth rate, and the population of Iraq for the year 2003 reached (25959531) people, then the population of Iraq increased in the year 2013 to (33417476 people, and this

means that the population of Iraq increased during eleven years by (7457945) people, i.e. by (22.31%) than it was in the year 2003, see Table (1)

Table (1) : Population growth in Iraq for the period 2003-2013

year	Total population	Population growth rate (%)
2003	25959531	2.86
2004	26673536	2.75
2005	27377045	2.63
2006	28064095	2.51
2007	28740630	2.41
2008	29429829	2.40
2009	30163199	2.49
2010	30962380	2.65
2011	31760020	2.54
2012	32578209	2.54
2013	33417476	2.54

* Ministry of Planning, Central Bureau of Statistics, Annual Statistical Abstract, 2012-2013, 9.

Despite the stability of the population growth rate during the past years as a result of (relatively declining fertility rates and increasing net migration rates), the rate of population increase is still taking upward and positive trends (National Committee for Population Policy, 2012, 43).

Population growth is an increase in the labor force and therefore it is a traditional positive factor in stimulating economic growth, as an increase in the labor force means a greater increase in the number of productive workers, and an increase in the population means an increase in purchasing power through an increase in the size of local markets. If the increasing population growth has a positive or negative effect on economic growth in a country that suffers from a surplus in the element of work, where the effect of population growth depends on the ability of the economic system to absorb and employ additional labor and this capacity depends largely on the rate and type of capital accumulation and the availability of associated factors Such as the skill of management and organization, and thus it has the same or large impact on production in the event of an increase in the number of people. Forms of education, training programs and other forms of investment in human resources have a great impact on the production process (Twadro, 2009, 171).

2. The age structure of the population of Iraq for the period 2003-2013: The study of the population composition is important, as the main purpose of studying the age structure of the population lies in determining the size of the population that is economically effective and thus showing the size of the current work force in the country and tracking its future development, because it is the factor affecting the size of the output It is clear to us the extent of homogeneity or disruption of the population pyramid and its implications for the nature of economic growth, the nature of economic and social relations, and future population growth rates, and this is noted through the following (Al-Saadi, 2013, 55).

A. Age group (0-14): In the year 2003, a percentage of (44.29%) was recorded for males and (42.81%) for females, this percentage decreased in 2013 and it was for males (40.10%) and for females (38.91%), which indicates a decrease Dependency ratio and high percentage of workers of working age.

B. Age group (15-64): In the year 2003 a percentage of (53.17%) was recorded for males and (54.07%) for females. This percentage increased in the year 2013 for males (57.12%) and for females (58.01%), which indicates an increase in the percentage of the population. Of working age.

C. Age group (64- 64 and over): This group is outside the working age. In the year 2003 it recorded for males (2.54%) and for females (3.12%). This percentage increased in the year 2013 for males (2.78%), while it decreased for females. (3.08%).

3. The economically active population in Iraq for the period 2003-2013: The reality of unemployment in Iraq cannot be studied without knowledge of the economically active population (the workforce) in Iraq. The active population represents the main part of the workforce as the economically active population is defined as the sum of the employed and unemployed persons. About work provided that they are looking for work, and they represent the actual energy of society. The economic activity rate indicates the relative importance of the labor force that is available for work and in various economic sectors. This indicator is affected by several variables (gender, age, education, marital status). This rate in 2012 reached about (43%) and reaches its peak in the age group (35-39 years old, this rate for males reached (74%), while for females it does not exceed (13%). In spite of the fact that Iraqi women have made progress in the field of education, which has resulted in a clear improvement in the skills and knowledge that qualify them to compete in the labor market (National Committee for Population Policy, 2012, 113).

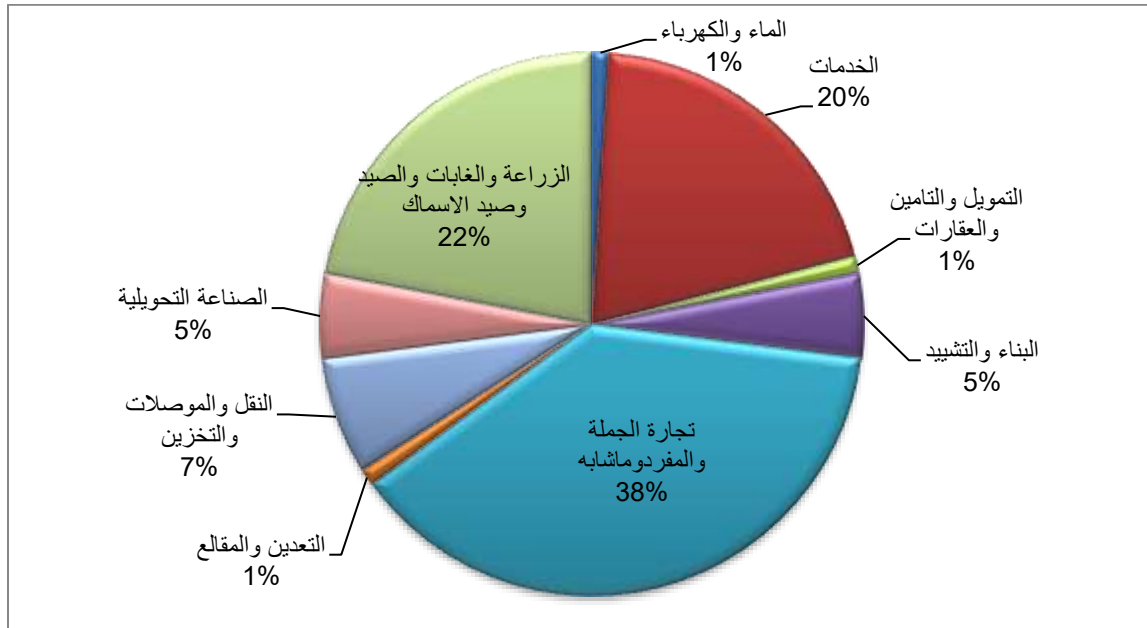
Second: Distribution of the workforce in Iraq 2003-2013:

The working-age population represents the potential energy in society and the available workforce in the economy, and part of these forces may leak out as a result of compulsory or voluntary unemployment, which leads to an increase in the degree of dependency.

1. Distribution of workers according to economic sectors: At the level of sectoral distribution, the proportion of the workforce in Iraq was represented for the year 2008, as the services sector (71.7%) occupied the first place of the total workforce, which is the highest percentage, followed by the industry sector in second place with a rate (14.8%). The last comes the agricultural sector at a rate of (13.6%), and thus the services sector is the main user of the workforce in Iraq (National Committee for Population Policies, 2012, 117).

Figure (1) indicates the distribution of the workforce according to the economic sectors, as it constituted the highest percentage of workers in the wholesale and retail trade, reaching (38%) of the total workforce, followed by workers in the agricultural, fishing and fishing sector, at a rate of (22%). The water and electricity sector, mining and minerals sector, finance, insurance and real estate sector recorded the lowest level of workers, at (1%) of the total employees.

Figure (1) : Distribution of the workforce according to economic sectors (2003-2008)



Source: National Population Policy Committee, 2012, 110

2. Distribution of workers in the government sector: Since the year 2003, the number of workers in the government sector has more than tripled due to insufficient job opportunities in the private sector, which made the Iraqi government one of the largest governments in the world in terms of the number of employees. The government absorbs the largest part of the forces. Workers entering the labor market, as about (40%) of the workforce work in the public sector, while in 2007 it was about (31%) of the total workforce in Iraq (International Monetary Fund, 2013, 22).

3. Underemployment in Iraq: Underemployment represents individuals who perform work, whether paid or on their own account, and are present or absent from work involuntarily. One of its basic conditions is working for hours less than the weekly hours prescribed for work, which is a period of 35 hours, performance of work They are voluntarily looking for or available additional work during the survey reference period.

From the above, it can be said that there is a rise in population growth rates, which increased the supply of labor force, and this is evident through the high levels of economic activity in Iraq, as well as the lack of balance according to economic sectors, as well as the lack of balance among workers in the government sector, which led To the emergence of underemployment, and the concentration of workers in security and defense activities due to the security conditions that Iraq witnessed after the events of 2003, and the decrease in the number of workers in the productive sectors.

The third topic:

The reality of unemployment in Iraq and its types

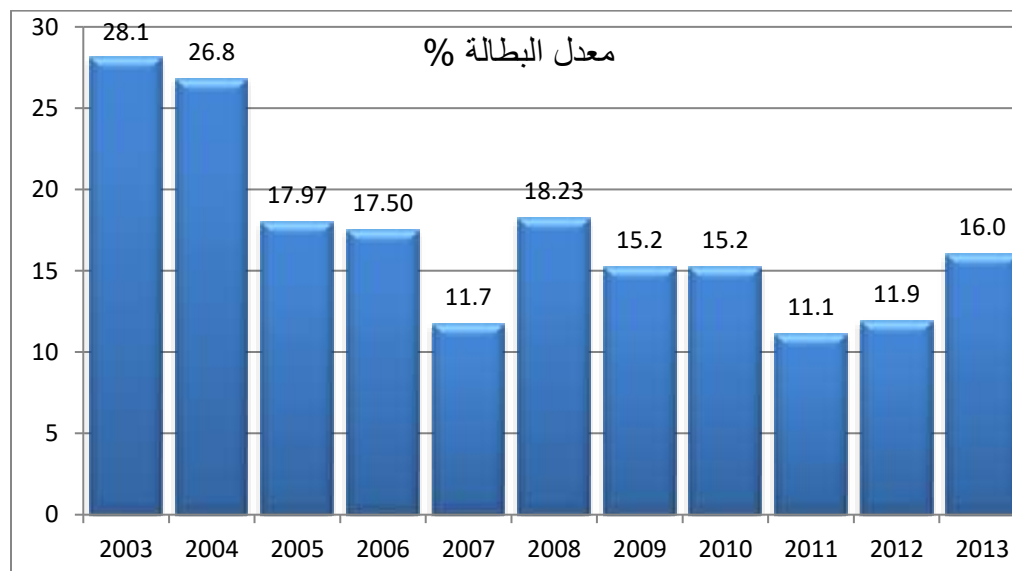
Unemployment in Iraq is not recent, but it did not emerge during the eighties and nineties of the last century due to the conditions of military mobilization. The events that took place in Iraq in

2003 led to a significant increase in unemployment for reasons related to the procedures of transitional conditions and the reform of the national economy and the repercussions of the occupation and the associated repercussions. Umniah, failure of aging programs and administrative and financial corruption.

First: The reality and trends of the unemployment rate in Iraq for the period 2003-2013:

Through the main available statistics on unemployment represented by the results of the annual population censuses for the years (1997,1987,1977), it was in the census (1977) that unemployment represented only (3.2%) Of the total workforce in the country, it rose to (4.5%) in the annual census of 1987, and the growth of the unemployed for the period (1977-1987) reached (5.6%) and this percentage for the year 1990 reached (8.5%). (1997) The unemployment rate at that time reached (17.6%), which is a high percentage compared to previous statistics, and this is due to the political and economic conditions and the economic blockade, which prompted a large proportion of the workforce to go to work in marginal work (Al-Saadi, 2013, 64). As for the year 2003, the unemployment rate recorded its highest level and reached (28.10%), and after the year (2004) the unemployment rate decreased significantly, as the unemployment rate in (2005) reached (17.9%) and in (2006) it was somewhat stable. With the year (2005), when the unemployment rate was (17.5%), and in the year 2011 the unemployment rate decreased and was (11.1%), which is its lowest level. After these years, The unemployment rate increased in 2012 to (11.9%), then the unemployment rate increased in 2013 to (16.0%), see figure (2).

Figure (2) : Development of unemployment rates in Iraq for the period 2003-2013



Source: Ministry of Planning, Central Bureau of Statistics, Annual Statistical Abstract 2012-2013, 18

Second: Types of unemployment in the Iraqi economy: The most important types of unemployment that the Iraqi economy suffers from are:

1- Behavioral unemployment: It appeared in the second half of the seventies of the twentieth century after the public budget increased dramatically and many job opportunities were

available, but a large number of Iraqis were rejecting many of them because of the social view of those actions. For example, the Iraqi refuses to work in Cleaning area.

2. Structural unemployment: It appeared in the eighties after the end of the war with Iran and the demobilization of large numbers of military forces that the Iraqi economy was not able to absorb at once, due to the absence of a national employment policy within a national strategy for economic and social development.

3. Underemployment and compulsory unemployment: This unemployment appeared in the seventies, as well as in the nineties, with the imposition of the economic blockade on Iraq and the cessation of the productive process in all its sectors from work, which increased unemployment rates, especially in the oil, agricultural and public services sectors (Al-Saadi, 2013, 75 - 76).

After 2003, the spread of disguised unemployment increased in light of the new conditions that Iraq is going through after the dissolution of many institutions and projects and the suspension of a number of private sector projects, forcing many workers to go towards public sector institutions that already suffer from a surplus in the workforce, especially after the high level of salaries. For workers in state institutions, which led to an increase in the number of workers in the public sector and a decrease in its productivity (Kamil, 2011, 53)

4. Imported unemployment: It appeared after 2003 due to the removal of customs barriers, the opening of the Iraqi market and the reliance on imports to fill the market need, which was reflected in the cessation of many local and handicraft industries that existed, as well as small factories (Al-Saadi, 2013, 75).

5. Frictional unemployment: This type of unemployment has existed in Iraq for a long period of time, and it is the result of the poor distribution of the work force, which resulted in a decrease in the productivity of the Iraqi worker compared to other countries, that is, the individual's production is less than his capabilities, experiences and level of education, and it occurs because of Shifting patterns of work on the workforce in the labor market. (Full, 2011, 55).

Third: Characteristics of unemployment in Iraq:

The problem of unemployment is one of the most serious problems that threaten the economic and social stability in Iraq, and the characteristics of this problem vary from one geographical region to another, and from one social group to another, according to the population societiesetc., as a result of the multiplicity of reasons. The president who contributes to the aggravation of unemployment and unemployment in Iraq has many different characteristics, the most important of which are:

1. Unemployment rates at the governorate level: Unemployment rates in Iraq vary at the governorate level. DhiQar Governorate recorded the highest rates of unemployment in Iraq, as its rates for the years (2003, 2004, 2005, 2006, 2007, 2008, 2011, 2012) (46.2) %, 46.9%, 33.24%, 27.82%, 20.9%, 36.45%, 19.4% and 18.0%, respectively. The lowest unemployment rate in Iraq in 2003 was recorded in Karbala Governorate, reaching (14.0%). In 2004, the lowest rate was (10.5%). Wasit governorate recorded the lowest unemployment rate in Iraq for the years (2005 and 2008) at a rate of (7.25% and 13.61%) respectively, while Kirkuk governorate recorded the lowest unemployment rate in Iraq

for the years (2006, 2011). , 2012) and rates of (7.90%, 2.5%, 4.9%) respectively, while the lowest unemployment rate was recorded for the year 2007 in Sulaymaniyah Governorate, at a rate of (5.2%), see Table (2).

Table (2) : The evolution of unemployment rates in Iraq at the governorate level for the period 2003-2012

No.	Governorate	2003	2004	2005	2006	2007	2008	2011	2012
1	Dohuk	---	---	----	----	8.4	21.61	9.0	9.0
2	Nineveh	31.2	36.2	18.21	27.48	14.9	20.86	7.3	14.6
3	Sulaymaniyah	-----	----	12.97	13.75	5.2	15.96	15.0	6.6
4	Kirkuk	19.4	31.3	17.91	7.90	7.4	15.69	2.5	4.9
5	Erbil	----	----	---	----	5.9	14.51	7.3	7.6
6	Diyala	31.2	34.7	17.81	18.47	20.4	18.96	15.0	12.9
7	Anbar	33.3	25.0	-----	----	7.9	17.38	18.1	10.7
8	Baghdad	33.0	28.5	16.80	15.74	12.0	14.51	9.7	15.0
9	Babylon	21.6	13.5	10.97	14.10	7.8	15.88	9.5	8.4
10	Karbala	14.0	13.0	17.52	18.53	12.3	19.11	9.6	7.4
11	Wasit	16.0	17.1	7.25	8.82	10.3	13.61	9.7	13.0
12	Salahaddin	25.4	16.9	20.14	18.36	7.6	21.93	12.4	8.7
13	Najaf	18.1	21.6	23.73	18.90	10.7	18.56	10.4	11.1
14	Qadisiyah	23.5	35.2	26.03	19.89	12.9	15.92	13.7	13.3
15	Double	28.2	29.9	27.75	22.94	14.3	30.50	14.5	9.3
16	DhiQar	46.2	46.9	33.24	27.82	20.9	36.45	19.4	18.0
17	Maysan	30.5	24.6	21.78	16.68	19.6	17.31	15.4	15.3
18	Basra	15.5	10.5	7.90	12.46	12.3	18.79	10.3	14.7
Total			28.1	26.8	17.97	17.50	11.7	18.23	11.1

Source: Ministry of Planning, Central Bureau of Statistics, Statistical Abstract 2010-2011, p.57

2. Unemployment by gender: The unemployment rate for males decreased from (30.2%) in 2003 to (14.3%) in 2013, but for females it came differently, as the unemployment rate for females increased from (16.0%) in 2003 to (24.1%). (In 2013), and the reason for this is due to the high level of male employment, especially in the security field, which has attracted thousands of youth, while the fields remained limited among females. The low rate of women's participation in work indicates that the labor market in Iraq is male despite the fact that women constitute More than half of the community

3. Unemployment according to the age structure: In the age structure, the population is classified according to the years of life they spent, and this is done through the number of years that each of them spent from the moment of his birth or according to the date of birth of the children (Thanoon, 2011, 50). The study of the age structure of unemployment is important. It is significant in drawing up the country's economic and social policies through the age group. It is noted that unemployment rates are high in the age group (20-24). The unemployment rate for the year 2003 reached (25.0%), males reached (25.3%), while it was for females (33.1%). These rates increased for the years (2004, 2005, 2006, and 2008) and decreased for the years (2007 and 2012), so that the unemployment rate for 2012 reached (23.4%), and the male unemployment

rate was (23.8%), while the female unemployment rate was (17.9%), followed by the group. Age (25-29), as the unemployment rate in 2003 reached (19.8%), males reached (18.5%), while females were (23.2%). These rates increased exponentially for the years (2004, 2005, 2006, 2008) and decreased for the years (2007, 2012), so that the unemployment rate for the year 2012 reached (13.5%) and the male unemployment rate was (9.7%), while the female unemployment rate was (32.5%). In these two categories (20-24) and (25-29).

We conclude from the above discussion of the prevalence of unemployment in the youth category, and that youth unemployment is the most dangerous and severe type of unemployment, and these two categories represent the graduates of the study (preparatory, diploma, and bachelor's) and it is caused by the lack of central appointment as well as the inconsistency between the specializations available for appointment with the available job opportunities, which indicates Given the inability of the local market to absorb large numbers of graduates, it is also noticed that female unemployment rates are higher than male unemployment rates in these two groups. Unemployment rates gradually decrease with age as a result of these groups obtaining job opportunities through a long period of searching for Work, or obtain work through the private sector. There is unemployment according to the qualitative composition, according to the economic structure, and according to the educational structure ... etc.

Furth : Addressing the unemployment problem in Iraq

One of the ways to solve the problem of unemployment in Iraq is to qualify young graduates about the need for the labor market for various specializations, qualify them with what the labor market requires and direct them to the professional specializations that many young people are unwilling to do, organize the process of employing expatriate workers and provide job opportunities for the local population, stimulate the economic climate And the development of work methods and methods that provide new job opportunities, the establishment of projects that need manpower and the frequent use of machines that take the place of work of a lot of workers and lead to their dismissal, the work of strategic studies and the establishment of specialized centers that organize job opportunities within the community, cooperation between the sector The public and the private sector in an attempt to provide various job opportunities.

The employment policy plays a major role in reducing the high unemployment rates in Iraq due to the dominance of the public sector over the private sector and its playing the largest role in the process of employing the unemployed as a result of the privileges granted by the public sector through wages and some other privileges, which helps and works to attract the unemployed. Work in contrast to the private sector, which is characterized by being lower income and unstable in terms of production and employment.

First: Employment policy in Iraq: The employment policy in Iraq went through several stages, the most important of which is employment in Iraq after 2003. As a result of the high unemployment rates, the Employment and Vocational Training Center was established on 9/16/2003. This center expanded to include training centers for the Ministry of Industry and the dissolved Manufacturing Authority. It has branches in most governorates and in 2006 the Ministry of Labor and Social Affairs Law No. (8) was issued so that the center became independent, under the name of the Department of Labor and Vocational Training, which operates under the Labor Law No. (71) of 1987, followed by the issuance of a law in 2012. No. (77) According to Article Three, the Employment and Loans Department and the Vocational

Training Department have become two independent departments and have multiple tasks, including:

a. The tasks of the Employment and Loans Department are:

- 1- Registering and updating the database of the unemployed.
2. Providing opportunities for the unemployed according to available job opportunities and specialization.
3. Inspection of projects and workplaces covered by the provisions of the Labor Law.
4. Coordination with international organizations in implementing and supporting job creation projects.
5. Preparing research and studies and holding conferences to contribute to the development and improvement of work (Ministry of Labor and Social Affairs, Department of Employment and Loans, Statistical Group, 2013, 18-19).

B. The tasks of the Vocational Training Department are:

1. Training for the unemployed registered in the database.
2. Training and qualification of workers in the private and public sectors.
3. Training the affected social groups, including (displaced, handicapped, widows, and divorced women), provided that they are registered in the database of the unemployed.
4. Training students who are continuing to study within the educational and professional courses during the summer vacation period (Ministry of Labor and Social Affairs, Department of Vocational Training, Statistical Group, 2013, 56).

Secondly. The role of unemployed employment offices in Iraq: The Ministry of Labor and Social Affairs played an important role through the registration and employment of the unemployed. It can be explained as follows:

1-The unemployed registered in the employment offices of the unemployed according to the governorate: the total number of the registered unemployed who updated their data in the employment offices of the unemployed was (606169), and the total number of the registered unemployed was (389,330). The governorate of Maysan recorded the lowest number of registrants (3578), the number of those updating their records of the unemployed was (216,809), the governorate of Baghdad recorded the highest number of modernists (37708) and the governorate of Maysan recorded the lowest number of modernists (403).

Table (3) : The number of registered and updated unemployed persons by governorate in Iraq for the period 2003-2013

No	Governorate	Number of Registered	The number of modernists	Total
1	Baghdad	67637	37708	105345
2	Nineveh	20512	20495	41007

3	Kirkuk	10522	16591	27113
4	Salahaddin	8407	5232	13639
5	Diyala	33137	20060	53197
6	Anbar	26473	21892	48365
7	Wasit	20320	15770	36090
8	Babylon	32404	18843	51247
9	Karbala	15333	6030	21363
10	Najaf	22826	21721	44547
11	Diwaniyah	38442	13409	51851
12	Double	21742	2384	24126
13	DhiQar	44772	10059	54831
14	Maysan	3578	403	3981
15	Basra	23225	6212	29467
Total		389330	216809	606169

Source: Ministry of Labor and Social Affairs, Employment and Loans Department, 2014, Annual Statistical Abstract 2013, 25

2. The registered unemployed and updated according to (gender and educational level): Elementary school graduates registered the largest number of the total registered, reaching (175593), while the female reached (11956) and the number of registered and updated persons who did not indicate the gender of the job applicant was (200), followed by Of them without a primary certificate, it is noticed from the table that the higher the educational attainment, the lower the number of registrants, and the lowest level of registration for those who obtained the doctorate degree, as the number of enrollments reached zero, and as for gender, the males who obtained the primary certificate registered the highest registration level. The number of males registered reached (163557), and recorded the lowest level for them when those who obtained a doctorate, as the number of enrollments reached zero. As for females, females who hold a bachelor's degree registered at the highest registration level, as they reached (21537), and recorded their lowest level at Those who have obtained a doctorate, as the number of enrollments has reached zero, see Table (4).

Table (4) : The registered unemployed persons by gender and educational level in Iraq for the period 2003-2013

No.	Scientific level	Males	Females	Change the gender index	Total
1	Illiterate	108586	13974	15	122575
2	Reads and writes	123915	11689	36	135640
3	Primary	163557	11956	80	175593
4	Medium	40108	4389	20	44517
5	Middle school	12136	3165	16	15317
6	Professional prep	15546	3445	3	18994
7	diploma	28258	17051	11	45320

8	Bachelor of	25077	21537	19	46633
9	Higher Diploma	104	38	0	142
10	M.A.	282	147	0	429
11	PhD	0	0	0	0
12	Other	907	102	0	1009
Total		518476	87493	200	606169

Source: Ministry of Labor and Social Affairs, Employment and Loans Department, 2014, Annual Statistical Abstract for 2013 .(28)

Third: Training and rehabilitation of the unemployed: Vocational training is one of the most important channels through which individuals gain different technical and professional expertise at the level of different and varied specializations and that help these individuals enter the labor market (Ayoub and Abd, 2013, 124).

The Training Department implements courses for the unemployed and classifies these courses into:

1. Educational courses: include courses in (Arabic language, English language, computer)
2. Professional courses: These courses include training of workers in the required professions and according to market needs
3. Entrepreneurial courses: These include courses on learning about the business world, business innovation, and life skills programs (Ministry of Labor and Social Affairs, Vocational Training Department, Statistical Abstract, 2013, 56).

1. Graduates from training courses according to the type of the course and gender: The Vocational Training Department has begun to work on conducting training courses for the unemployed. The number of graduates from these courses reached (129485) for the period from 2003-2013 graduates, males of whom reached (70619) while females reached (58866), these courses were divided into three sections, the professional courses constituted the largest number of graduates, and the number of graduates reached (85,723), the number of male graduates reached (51016), and the number of female graduates reached (34707) graduated, followed by educational courses and reached The total number of graduates is (36,733) graduates, of which the males reach (16,806) graduates, while the number of female graduates is (19927) graduates, and the pioneering courses ranked last, as the number of graduates reached (7,029) graduates, of which the males reached (2797) graduates while the females reached (4232) Graduated, see Table (5).

Table (5) : The number of graduates from the training courses according to the type of the course and the gender for the period 2003-2013

No.	cycle Type	Males	Females	Total
1	Vocational	51016	34707	85723
2	Educational	16806	19927	36733
3	Entrepreneurial	2797	4232	7029
Total		cycle Type	58866	129485

Source: Ministry of Labor and Social Affairs, Department of Vocational Training, 2014, Annual Statistical Abstract 2013, 74

2. Trainees according to gender and governorate: The total number of trainees reached (129,485) trainees, males reached (70619), while females reached (58866) trainees. Baghdad governorate recorded the highest level of trainees with (681986), males reached (36001) trainees, while they reached Females are (32195) trainees, followed by DhiQar Governorate second place. The total number of trainees was (13041), of whom (3054) were males, while females reached (9987) trainees. Diyala governorate recorded the lowest level of training, as the total number of trainees was recorded (20 The males reached zero, while the females reached (20) trainees, and it is noticed from the table that the number of male trainees is greater than the number of female trainees, and Baghdad governorate recorded the highest level for the number of male trainees, while Diyala and Karbala governorates recorded non-training of males, as the number of trainees reached zero while it recorded Diyala governorate has the lowest level of training with (20) trainees, see Table (6).

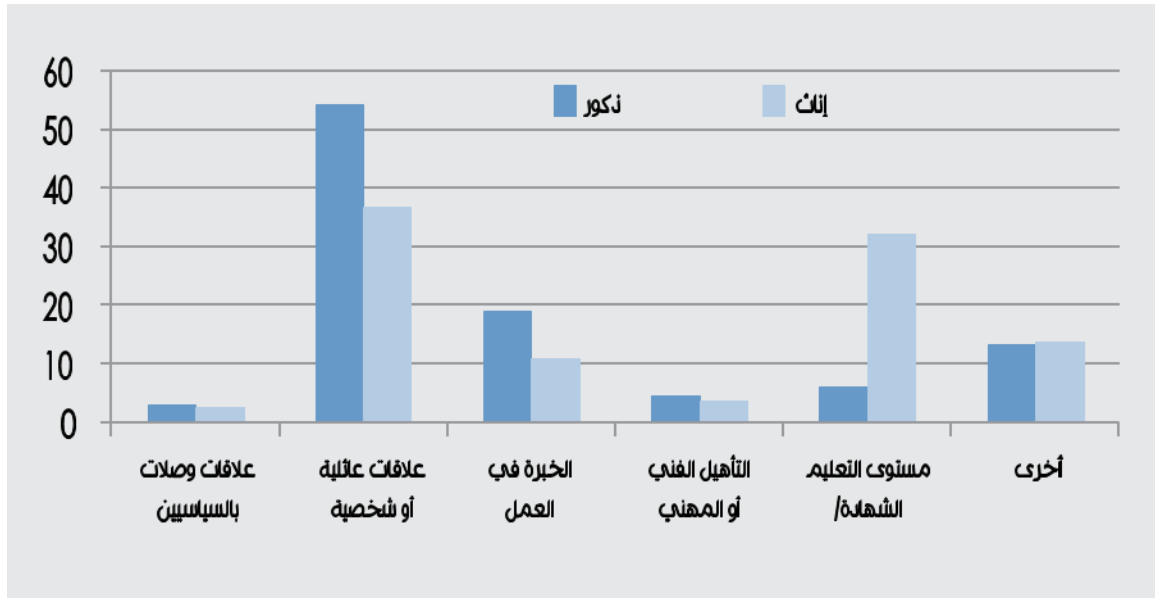
Table (6) : Graduates from training courses by gender and governorate for the period 2003-2013

No.	Governorate	Males	Females	Total
1.	Baghdad	36001	32195	681986
2.	DhiQar	3054	9987	13041
3.	Basra	9903	2423	12326
4.	Babylon	5311	3599	8910
5.	Kirkuk	5510	3438	8948
6.	Nineveh	4084	1317	5401
7.	Wasit	2785	1875	4660
8.	Anbar	1109	1375	2484
9.	Najaf	1882	725	2607
10.	Maysan	727	1045	1772
11.	Salahaddin	253	827	1080
12.	Karbala	0	40	40
13.	Diyala	0	20	20
Baghdad		70619	58866	129485

Source: Ministry of Labor and Social Affairs, Department of Vocational Training, 2014, Annual Statistical Abstract 2013, 63

3- Getting a job with the youth: The opinion poll survey and the conditions of young people showed that family and personal relationships contribute to getting a job by (52.5%), while professional experience contributes to getting a job by (18.0%), followed by the level of education or certification factor. (8.7%), as for technical or vocational qualification, it reached (4.5%), and males were distinguished by their access to work through personal and family relationships, at a rate of (54.2%), while females (36.8%), and young women are linked with their merit to enter the labor market through the level of education. It was (32.1%) who outperformed the males, who reached (6.1%) (HDR, 2014, 47).

Figure (3) : How to find a job for the youth in Iraq for the year 2011

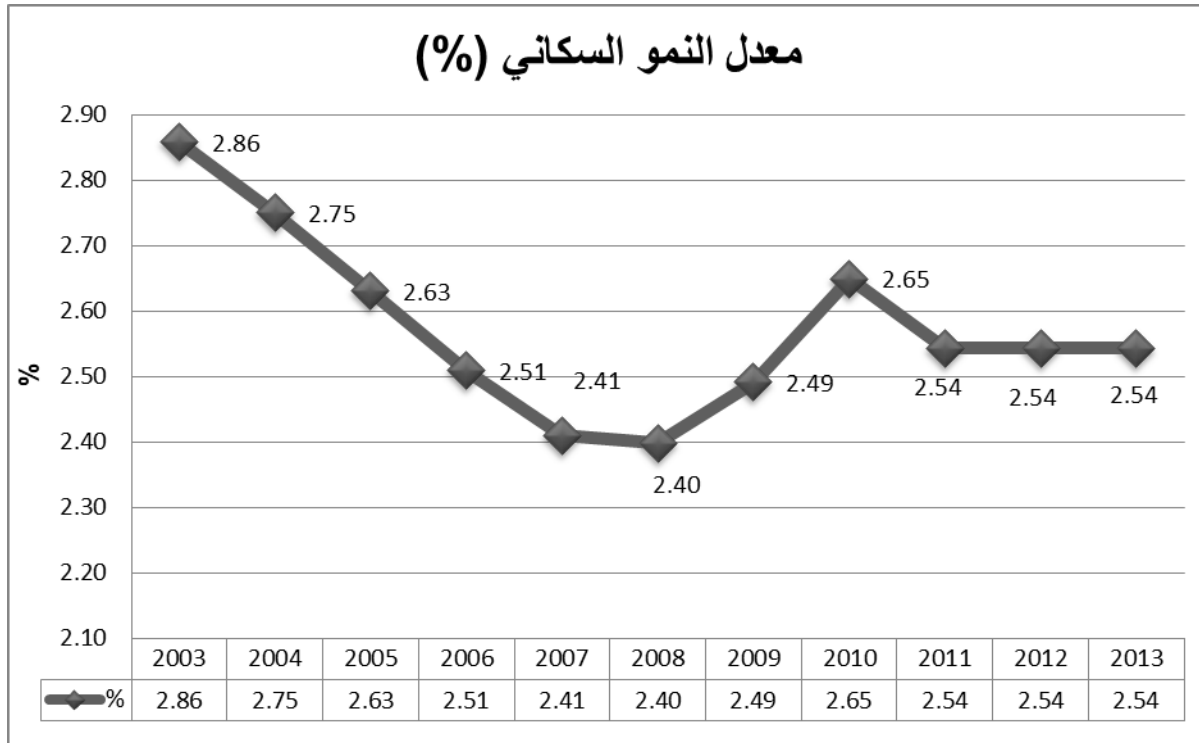


Source: Ministry of Planning, Central Statistical Organization, Human Development Report, 2014, 48

It can be said from the foregoing: There was an increase in population growth rates and thus an increase in the number of people of working age and an increase in the supply of work, and this was not accompanied by fair distribution according to sectors and economic activities, and the increase in the number of workers in the government sector, and their concentration in the security aspects, and the reason for this is the policy Employment that led to the rise of workers in the government sector as a result of the deteriorating security situation, as well as the rise in disguised unemployment in the Iraqi economy, and the measures taken to reduce unemployment levels were not at the required level, which led to high levels of unemployment and the lack of a clear vision in reducing unemployment This is a problem that greatly affects the Iraqi economy.

Descriptive analysis of the population growth rate variable: The highest population growth rate was in 2003 (2.86%), while the lowest population growth rate was (2.40%) in 2008, as a result of the high migration rate and relatively low fertility rates. The large population growth, which results in an increase in the numbers of the economically active population and an increase in the supply of work, and despite the decrease in population growth rates in Iraq, the pace of population increase is still taking upward and positive trends, and the following chart shows the evolution of population growth rates in Iraq for the period (2003-2013), and notes that the trend of the population rate is declining.

Figure (4) : The evolution of population growth rates in Iraq for the period 2003-2013



Source: Ministry of Planning, Central Bureau of Statistics, Annual Statistical Abstract 2012-2013, 27

Conclusions and Recommendations:

First: the conclusions

- 1- Iraq suffers from the phenomenon of structural unemployment resulting from the imbalance in the productive structure due to the stoppage of the main production sectors, especially the agricultural sector, industry and most agricultural activities.
- 2- Privatization operations contributed to the increase in unemployment rates due to the layoffs of a large number of employees by the new investors, due to lack of experience and lack of qualifications among workers, and this led to an increase in the supply in the labor market.
- 3- The wars that Iraq fought from the eighties of the last century until 2003 had to hide the real unemployment rates due to the participation of the majority of active workers in the war effort, but after the cessation of these wars and the demobilization of large numbers of participants in them led to the emergence of the phenomenon of unemployment and increased pressure on the labor market due to The lack of suitable job opportunities for all workers.
- 4- The great lack of information about the labor market and vacant job opportunities leads the unemployed to resort to family and friends in order to find a job opportunity, all of this leads to an increase in the number of unemployed in society.
- 5- The policy of liberalizing trade and opening the borders wide without controls led to a decline in agricultural and industrial production, which caused the disappearance of many small, medium

and even large industries, and the increase in migration from the countryside to the city led to a significant increase in unemployment.

6- The presence of high unemployment among young people who are of tender working age. Therefore, we find that most of the population is heading to the unorganized labor market that lacks labor laws and wages due to the absence of organization and the lack of job opportunities.

7 - The inconsistency or consistency between the labor market and the educational outputs, which caused the high rates of graduates in the theoretical and humanitarian branches, in contrast to the market need and the weakness of the private sector's ability and inability to absorb the accumulated numbers of educational outputs in its various specializations, which pushes the graduates to move towards Public sector.

8- The persistence of the gender gap, and the high rates of female unemployment, which means that employment and employment opportunities are more focused on males.

Second: Recommendations

1- Diversifying the Iraqi economy and moving away from relying on oil as a major economic resource, developing agriculture and industry, and upgrading the infrastructure is sufficient to reduce unemployment in Iraq.

2- It requires attention in the labor market and creating a balance between educational outcomes after preparing them, training them and obtaining qualifications with the demand for work in the Iraqi market.

3- The recovery of investment and the development of a financial and monetary policy to support the Iraqi economy and increase the volume of employment of the Iraqi workforce in order to obtain real entry into the labor market that reduces unemployment.

4- Establishing specialized programs to spread the culture of work and explain its role in the development of society, and this task rests with the society as a whole, especially civil society institutions and the educational system of various levels and levels.

5- Activating the role of the various professional unions in order to play their true role in defending workers' rights and to become able to attract the unemployed to their membership in order to provide new job opportunities for them in the labor market.

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