

Combating unemployment and its role in achieving economic stability in Iraq for the period (2003-2022).

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Abstract : This research addressed the state of economic stability in Iraq and the role of combating unemployment in this by presenting the concepts of unemployment and economic stability, as well as some of the indicators affecting it during the period (2003-2022). It was concluded that there are several challenges that stand in the way of reducing or eliminating unemployment. Consequently the study focused on a set of recommendations, including increasing employment and investment opportunities by providing a suitable and appropriate climate for local and foreign investment, while directing investment towards labor-intensive industries that serve the employment and employment process and are capable of absorbing a large portion of the workforce, thus reducing unemployment rates

Keywords: Unemployment, economic stability, economic growth, inflation.

Introduction: Unemployment is one of the most prominent issues facing many societies, regardless of their political, economic, and social systems. It has become a major problem facing most countries around the world, due to its significant impact on the economic, social, and political conditions of the country.

In Iraq, unemployment is considered one of the most serious problems facing the country due to the high number of unemployed people, which represents a waste of human labor and consequently serious social, political and economic consequences, the negative impact of which is reflected in achieving economic stability. This problem can only be mitigated and solved by reforming the labor market and paying attention to the sectors that absorb the labor force, including the industrial, agricultural, and private sectors.

Research Problem: Despite the state's efforts to reduce unemployment, there are many challenges that stand in the way.

The Importance of the Research: The importance of the research lies in shedding light on the phenomenon of unemployment, understanding its causes, and the role of combating it in achieving economic stability in Iraq during the period (2003-2022).

The Research aims: The research aims to uncover the ways the government seeks to reduce or mitigate the unemployment problem in a manner that achieves economic stability.

Research Hypothesis: The research assumes that combating unemployment has a positive impact on achieving economic stability in Iraq during the research period (2003-2022).

Research Methodology: The research was based on studying the phenomenon of unemployment using a theoretical (deductive) approach, as well as an inductive approach based on the results obtained from examining the state of economic stability in Iraq through analyzing the data of the study variables.

The first topic

The Conceptual framework for unemployment

The first: The concept of unemployment, its types, causes, and economic effects

1. The concept of unemployment

Unemployment is a phenomenon with different dimensions. It is an economic phenomenon that indicates the existence of a defect in economic activity. At the same time, it is considered a social phenomenon because of its social effects on the structure of society. The problem of unemployment is one of the greatest economic problems because of its negative effects not only on the individual but on the state as a whole ⁽¹⁾. It still sits at the top of the mountain of problems that are deeply rooted on both the local and global levels. Unemployment in the language means: "disruption of work or interruption of work, but in terminology it is defined as "the work remaining outside the scope of productive work despite the ability to do it" ⁽²⁾.

And Unemployment is defined as " the inability to achieve full employment for individuals, whether this is due to the individual's choice resulting from their unwillingness to work or the lack of sufficient job opportunities for those who wish to work ⁽³⁾".

Some define unemployment as "a part of the workforce that has no work but is looking for a job ⁽⁴⁾".

From the above, we can arrive at two dimensions ⁽⁵⁾:

A. The first dimension is the lack of full employment of the available workforce. This is where overt (apparent) unemployment appears, which refers to the presence of individuals (males and females) who do not contribute to the production process despite having the ability and desire to do so, but who do not find employment opportunities within economic institutions.

B. The second dimension is the inefficient use of the labor force, and here disguised unemployment is a prime example, Disguised unemployment can be defined as a situation where a few individuals perform work that could be performed by individuals, but their working hours are less than normal, and labor productivity is zero or close to zero.

The unemployment rate can be calculated based on the following:

$$\text{Unemployment rate} = \frac{\text{number of unemployed}}{\text{total labor force}} * 100$$

2.Types of Unemployment

The multiple causes of unemployment result in multiple names and types, These types can be defined as follows:

A. Disguised unemployment: also called hidden unemployment, it refers to the practice of employing more workers than required to perform a specific job, It is particularly prevalent in developing countries, particularly in the agricultural sector, as well as when the state employs increasing numbers of individuals in the public sector to avoid unemployment ⁽⁶⁾.

B. Seasonal unemployment: This unemployment increases during certain seasons of the year and disappears during other seasons of the same year, as is the case with ice cream, where demand decreases in the winter ⁽⁷⁾.

C. Structural unemployment: This is a type of unemployment that arises as a result of changes in the economic situation, such as the shift of some of the workforce from the agricultural sector to the industrial sector⁽⁸⁾.

D. Frictional Unemployment:This type of unemployment arises in cases of relocation from one region to another, technological development, or women after childbirth, is characterized by being temporary and occurring for a relatively short period⁽⁹⁾.

E. Forced unemployment

This type is considered one of the most dangerous types of unemployment, as it occurs when a workforce is unable and willing to work at the prevailing wage, An example of this is the forced layoff of a large number of workers ⁽¹⁰⁾.

F. Voluntary unemployment :This means that many individuals have the ability to work without wanting to, such as the wealthy⁽¹¹⁾.

G. Cyclical unemployment : This is unemployment resulting from changes in aggregate demand in the economy, Unemployment rises and falls depending on the state of the business cycle the economy is experiencing, During periods of economic growth, demand generally increases, leading to a decline in unemployment⁽¹²⁾.

3.Causes of Unemployment

There are several causes of unemployment, and most employment policies aim to address them to prevent or reduce them. The most important of these causes are⁽¹³⁾:

A. The main cause of unemployment is the inability of the demand side to respond to labor and the inability of the supply side to absorb the unemployed labor force.

B. The high population growth rate, as the increase in population without the ability to invest it in the production process exacerbates the unemployment problem ⁽¹⁴⁾.

C. The existence of both the phenomena of apparent underemployment and hidden underemployment, The phenomenon of apparent underemployment means that the volume of work and available activities does not allow individuals to work according to the hours stipulated by Law (36-42), but rather to work at a level of fewer hours and receive wages for the stipulated working hours, As for the phenomenon of hidden underemployment, it means the absence of standards for evaluating and monitoring performance, as employment is at low levels of productivity, Both cases cause a decline in productivity and thus a decline in capital accumulation and, consequently, a weakness in the investment capacity that has the ability to create new job opportunities.

D. Low productivity of projects and the difficulty of achieving high productivity, as this leads to their inability to achieve capital accumulation and direct it towards new projects, The main rule in workforce planning is that the current workforce has the ability to employ unemployed workers when the productivity of the current workforce increases, which contributes to the occurrence of capital accumulation.

4. Economic effects of unemployment

Unemployment has a direct negative impact on the economic situation of the unemployed, as unemployment results in a large waste of unutilized productive human resources, in addition to a decrease in the level of personal income, which results in a decrease in the level of spending and the absence of savings, and thus affects the country's economy as a whole, causing an economic recession accompanied by unemployment, which negatively affects the investment rate and delays the rates of economic development ⁽¹⁵⁾, In addition to that, unemployment has several economic effects, which we will mention briefly as follows ⁽¹⁶⁾:

A. Unemployment paralyzes a number of productive sectors, with workers sometimes resorting to strikes and demonstrations.

B. Unemployment leads to a reduction in the level of real wages.

C. Unemployment wastes the value of human labor, resulting in a loss of the country's gross domestic product (GDP).

D. Unemployment causes a deficit in the general budget due to the unemployment support fund, resulting from increased government payments to citizens.

E. Unemployment causes a decline in both the gross domestic product (GDP) and gross capital formation, which over time leads to a reduction in per capita GDP.

F. Unemployment leads to the outward migration of many highly skilled workers and a large segment of the educated population to seek new sources of income to improve their standard of living, This migration results from the failure to meet their personal aspirations in a country overcrowded with unemployed individuals.

Second: Reducing the unemployment problem in developing countries

Addressing the unemployment crisis in developing countries requires two levels, as follows ⁽¹⁷⁾:

1.The first level: This is the level of short-term measures aimed at reducing or mitigating its negative effects or controlling the unemployment crisis. This includes the following:

A. Employing unemployed talent in various sectors of the national economy.

B. Expanding training and retraining programs in manual and semi-skilled professions.

C. Providing social protection for the unemployed through unemployment benefits and social security projects.

D. Encouraging the local private sector, especially in labor-intensive sectors

E. Increasing employment opportunities in the agricultural sector, as efforts to address unemployment focus on increasing employment opportunities in this sector, particularly on neglected or partially exploited lands, which are highly profitable.

2.The second level: This is the level of long-term measures that bring about structural changes by providing increased productive employment opportunities commensurate with the number of people entering the labor market annually through the following:

A. Eliminating unemployment must be linked to productive job opportunities.

B. Raising the national investment rate to less than 25% to accommodate new employment opportunities.

C. Despite the benefits of foreign direct investment, national effort is essential.

D. The necessity of adopting and implementing an appropriate human development program to raise the levels of education, health, housing, and social care.

E. The best formula for addressing the objectives of sustainable development linked to full employment is the planned economy formula.

F. The state should practice a type of strategic planning to achieve sustainable development with full employment.

The second topic

economic Stability - A Conceptual Framework-

First :The concept of economic stability and its obstacles

1. The Concept of Economic Stability

The International Monetary Fund (IMF)defined economic stability as the situation in which countries avoid the risks of exposure to any economic shocks ,particularly in economic activity, exchange rates, interest rates, inflation rates, and markets, enabling countries to attract investment and raise economic growth rates ⁽¹⁸⁾.

Economic stability can also be defined as achieving full employment of available economic resources and avoiding major changes in the general price level while maintaining an appropriate real growth rate in the national product, In with other policies : other words the concept of economic stability includes two basic goals that fiscal policy along seeks to achieve

A. Maintaining full employment of available economic resources.

B. Achieving a degree of stability in the general price level⁽¹⁹⁾.

2. Obstacles to Economic Stability

Economic stability in developed countries is represented by achieving full employment, not zero unemployment, but rather an attempt to reduce unemployment to what is called frictional unemployment. However, in developing countries achieving economic stability may encounter several economic, social, political, administrative, and cultural obstacles. The obstacles to achieving economic stability are represented by the following⁽²⁰⁾:

A. Lack of diversification of income sources: This means that a country relies on one or at most two sources, such as oil, agriculture, trade, or services, to generate most of its national income. Therefore, we find that the country is forced to rely heavily on abroad to obtain the goods it needs, and it exports agricultural products or raw materials such as oil. This poses a threat to the country's economy because it relies on a single product for its exports, which in turn makes its national income vulnerable to fluctuations in the global market regarding supply and demand. In addition, the global market for raw materials, especially oil, is greatly affected by internal political crises. In addition, the inelastic supply of raw materials has little response to changes in prices.

B. Random population growth: Unplanned and poorly managed population growth will undoubtedly pose a threat to economic stability and hinder its achievement. It will lead to a decline in the gross national product, threaten full employment, and produce structural unemployment that is difficult to address. Therefore, if countries seek to rely on themselves in terms of both investment and savings, they must enhance their administrative and organizational capabilities to increase the returns of these capabilities, in addition to increasing their investments in individuals, as they are the cornerstone of the production process.

C. The ineffectiveness of monetary policy: This is represented by its inability to control the money supply, either by increasing or decreasing it. This is achieved through the cooperation of the ruling authority with the central bank, using its various tools, including (open market operations, monetary reserve policy, and discount rate policy).

Second: Means of Achieving Economic Stability

Economic stability is achieved through one of two means

1. Optimal utilization of economic resources

Optimal utilization of economic resources involves taking into account all of the following:

A. Optimal spending: To achieve optimal spending, consideration must be given to a sustainable public spending structure by reducing the budget deficit and the size of the public debt. Fair redistribution of growth proceeds must also be considered, as the goal is to distribute income more equitably among members of society. This is achieved by establishing government structures, overseeing the implementation of public spending programs, and ensuring financial sustainability⁽²¹⁾.

B. Supporting the institutional framework for the labor market: This support requires cooperation between government representatives and labor market institutions, represented by workers and employers, to engage in social dialogue initiatives to negotiate and exchange information on issues related to the state's economic policy.

C. Maximizing the Exploitation of Natural Resources: This means imposing an environmental protection policy to protect it from degradation, as well as regulating the exploitation of natural resources to prevent their depletion, especially those that are exhaustible⁽²²⁾.

D. balanced growth of various: This means balanced growth of various economic sectors, which results in a surge in income and stimulates the investment climate in general. This helps create new opportunities for private sector investment in various sectors, resulting in more job opportunities in those sectors, thus achieving a degree of stability⁽²³⁾.

2. Maximizing the Utilization of Human Resources

Maximizing the Utilization of Human Resources is achieved through the following⁽²⁴⁾:

A. Education

Human resources are utilized through the educational process in several ways, such as: By charging capable citizens a portion of the costs of education up to the secondary level and by charging them the full costs of university education. This enables the state to achieve cost savings that can be directed toward spending on high achievers and educating the children of the poor, in addition to expanding the use of technology and developing the training and evaluation system.

B. Health and Nutrition: Health and nutrition are among the most important components of maximizing the utilization of human potential, as they significantly contribute to enhancing human productivity. Workers who are unable to work produce less, resulting in reliance on children, who are vulnerable to malnutrition. This reduces their human and economic potential in the long term, leading to the spread of disease. Consequently, the state is forced to increase spending on social and health insurance to address malnutrition, thus weakening their ability to spend more on investment and education.

C. Innovation : One of the most important features of successful innovation is increasing the state's share of the research and development market, as well as taking into account spending on research and development by developing the material and literary infrastructure for scientific research.

The third topic

The State of Economic Stability in Iraq

First: Some Indicators for Measuring Economic Stability

The field of economic stability has gained significant importance internationally, Many countries around the world have sought to adopt policies that enhance economic stability and adopt certain criteria to assess the soundness of their economic performance, identify areas of weakness and strength, and take the necessary measures to protect their economies from economic shocks. This section examines the state of economic stability in Iraq for the period (2003-2022) by identifying some indicators for measuring economic stability, as follows:

A. Economic Growth: Gross Domestic Product (GDP) is an indicator that reflects a country's level of economic performance. It reflects the total output of goods and services produced by the country's citizens and resident foreigners over a one-year period. It also reflects the contribution of the economic commodity and service sectors to the GDP. Analyzing this indicator is a key point for identifying areas of economic imbalance. Iraq's GDP has fluctuated as a result of the wars and economic sanctions the country has experienced, particularly after the invasion of Kuwait in 1991. Furthermore, GDP is governed by oil revenues and production volumes, which are subject to the country's economic, political, and security conditions. Therefore, the development of GDP is an important development indicator, and economic growth is expressed by the change in GDP.

Table(1) Economic growth rate development for the period (2003-2022).

(million dinars)

%Annual growth	Gross domestic product	year
-2.6	266420384.5	2014
-25.03	199715699.9	2015
2.08	203869832.2	2016
10.71	225722375.5	2017
11.22	251064479.9	2018
6.02	266190571.3	2019
-18.9	215661516.5	2020
39.6	301152818.8	2021
27.1	383066400.2	2022

%Annual growth	gross domestic product	Year
---	29586788.6	2003
79.9	53235358.7	2004
38.1	73533598.6	2005
29.9	95587954.8	2006
16.6	111455813.4	2007
40.8	157026061.6	2008
-16.8	130642187.0	2009
27.9	167093204.4	2010
33.8	223677005.2	2011
13.6	254225490.7	2012
7.6	273587529.2	2013

Source: Table prepared by the researcher based on:

-Central Bank of Iraq, Statistical Bulletin for various years.

When analyzing the data in Table (1), it is noted that the annual growth rate of the gross domestic product (GDP) fluctuated, sometimes increasing and sometimes decreasing, during the period (2003-2022). The GDP reached (53235358.7) million dinars, with an annual growth rate of (79.9%) in 2004, due to the noticeable economic recovery after major political changes. Meanwhile, the GDP in 2022 reached about (383066400.2) million dinars, with an annual growth rate of (27.1%). This clearly indicates the instability of economic growth in Iraq during the study period, as well as a major imbalance in the production structure, which makes the Iraqi economy subject to fluctuations occurring in global oil markets as a result of the dominance of the oil sector over other economic sectors. Upon examining the data in the same table, we find that the gross domestic product began to rise from 2005 until 2008, reaching about (157026061.6) million dinars, with an annual growth rate of about (40.8%), attributed to the increase in oil prices. It declined in 2009, reaching about (130642187.0) million dinars, with an annual growth rate of about (-16.8%), as a result of the global financial crisis. As for the year 2010 until 2013, the rise returned, reaching about (273587529.2) million dinars, with an annual growth rate of about (7.6%), as the year was characterized by strong economic growth, in addition to increased investments. It also recorded a noticeable decline in 2014 until 2015, reaching about (199715699.9) million dinars, with an annual growth rate of about (-25.03%), as a result of both fluctuations. And the decline in oil prices, but in the year 2016 until the year 2019, the rise returned and reached about (266190571.3) million dinars, with an annual growth rate of about (6.02%) as a result of the economic recovery and an increase in productivity. This year was also characterized by stable economic growth, then it decreased in the year 2020 and reached about (215661516.5) million dinars, with an annual growth rate of about (-18.9%) as a result of the Covid-19 pandemic. As for the year 2021 and the year 2022, the gross domestic product rose again and reached about

(383066400.2) million dinars, with an annual growth rate of about (27.1%) due to recovery from the pandemic.

B. Inflation

Inflation is a serious disease that has plagued the economies of both developed and developing countries, causing numerous structural imbalances, Controlling

inflation has become one of the most important goals pursued by these countries.

Table(2)

The evolution of the inflation rate and its annual growth in Iraq during the period (2003-2022).

% Annual growth	%Inflation rate	Year
19.14	2.24	2014
-37.9	1.39	2015
-59.71	0.56	2016
-67.85	0.18	2017
105.55	0.37	2018
-154.05	-0.2	2019
-400	0.6	2020
906.6	6.04	2021
-25.4	4.5	2022

Annual growth %	%Inflation rate	year
	33.62	2003
-19	26.96	2004
37.09	36.96	2005
44.02	53.23	2006
-118.9	-10.07	2007
-226.11	12.7	2008
-45	6.87	2009
-59	2.8	2010
107	5.8	2011
5	6.09	2012
-69.12	1.88	2013

Source: Table prepared by the researcher based on:

- Republic of Iraq, Ministry of Planning, Central Statistical Organization, Statistical Abstract for various years.
 -Republic of Iraq, Central Bank of Iraq, Directorate of Statistics and Research, Statistical Bulletins for various years.
 From Table (2), it is clear that the inflation rate in 2005 witnessed a significant increase, reaching (36.96%), with an annual growth rate of about (37.09%), due to several reasons, including the American occupation of Iraq and the accompanying destruction of infrastructure, looting and plundering of state institutions in general and financial and monetary institutions in particular, in addition to the process of exchanging the national currency (local edition) and the many negatives that accompanied it, As for the year 2006 and up to the year 2010, a large fluctuation in inflation rates and annual growth rates was observed, sometimes rising and sometimes falling, This is attributed to financial and administrative corruption in most aspects of the economy, in addition to the deteriorating security situation, As for the year 2011, the inflation rate rose and reached about 5.8%, with an annual growth rate of about 107%. This increase is attributed to the increase in oil revenues resulting from global oil prices, which in turn leads to an increase in public spending, In the year 2013, the decline returned until the year 2020, which amounted to about (0.6%), with an annual growth rate of approximately (-400%), due to the allocation of most public spending to combating terrorist groups, in addition to the austerity policy pursued by the government, It then rose in 2021, reaching approximately (6.04%), with an annual growth rate of approximately (906.6%), then declined again in 2022, reaching approximately (4.5%), with an annual growth rate of (-25.4%), The noticeable fluctuation in inflation rates led to monetary instability in Iraq, During this period, the Iraqi economy did not witness monetary stability, and thus reliable economic stability.

C. Unemployment in Iraq

Estimates and statistics indicate that unemployment in Iraq is high. There is no doubt that the public sector alone cannot provide additional job opportunities. The weakness of the local private sector makes it difficult for the state to create the necessary job opportunities to alleviate the unemployment problem. Therefore, the primary driver of labor demand in Iraq is aggregate supply potential, i.e., the potential for investment, fixed capital formation, and the extent of its accumulation, Whatever the unemployment rate in Iraq, it is subject to the significant shortage of investment opportunities related to the accumulation and formation of fixed capital.

Table(2)
Employment in Iraq for a period of (2003-2022).

Unemployment %rate	Year
12.1	2013
10.6	2014
13.18	2015
10.8	2016
10.9	2017
13.8	2018
13.6	2019
15	2020
16.5	2021
15.55	2022

Unemployment %rate	Year
28.1	2003
26.8	2004
17.9	2005
17.5	2006
11.7	2007
15.3	2008
14	2009
12	2010
11	2011
11.9	2012

Source: The table is based on the researcher's approval based on: Ministry of Planning, Central Statistical Agency, Statistical Group for several years.

From Table (3) above, it is clear that unemployment rates witnessed fluctuations during the period (2003-2022), as the highest unemployment rate in 2003 reached about (28.1%), and this is attributed to the political and economic conditions that Iraq went through, in addition to the decline in revenues and expenditures, the effects of which are clear on the level of employment and unemployment.

Unemployment rates began to decline from 2005 and 2006 until 2007, when unemployment reached about 11.7%. The reason for the decline is due to the relative improvement in the security situation and the Iraqi government employing many unemployed people in government institutions, especially in the security services in the Ministries of Defense and Interior. Unemployment continued to decline until 2011, when it reached about 11%. Due to an increase in global oil prices and the increased distribution of income resulting from openness to government activities, this has led to a significant improvement in sectoral growth, particularly in the services and business sectors, and an increase in government employment rates. In 2012 and 2013, unemployment rates rose again, reaching approximately (11.9%) and (12.1%), respectively. Then they declined and rose again in 2018 compared to previous years, reaching approximately, (%13.8). The main reason for this is Iraq's youth population pyramid, which has placed a burden on the public sector's ability to employ the workforce, and a clear shortcoming in the private sector's ability to employ the surplus population, in addition to the increasing number of graduates entering the labor market. Unemployment also recorded a significant increase in 2020, reaching about (15%). This is attributed to the circumstances of the Corona pandemic, which disrupted many individuals from work as a result of the disruption of economic projects due to the imposition of a curfew. In 2022, unemployment rates decreased and reached about (15.55%) due to the Food Security Law, which helped employ many unemployed workers. This is from the economic side. As for Socially, most social problems stem from high rates of poverty, divorce, crime, immigration, a low sense of belonging to one's country, drug abuse or trafficking. The weakness of the moral, educational and even religious, Unemployment is also a major cause of these problems, in addition to the devastating psychological effects on unemployed individuals.

Second: Challenges Facing the Achievement of Lower Unemployment Rates in Iraq

Combating unemployment or reducing its rates is one of the challenges facing achieving economic stability in Iraq. Unemployment in Iraq is the result of the interaction of several factors, some of which relate to the labor market and some of which relate to the nature of the Iraqi economy. There are several reasons that have contributed to the continuation of unemployment, the most important of which are the following⁽²⁵⁾:

1. The Rentier Nature of the Economy : The Iraqi economy is a rentier economy, with oil revenues accounting for more than 98% of its exports and more than half of its gross domestic product (GDP). It is the primary source of budget financing, accounting for more than 90% of total public revenues. However, rentier economies, by their very nature, do not generate employment opportunities, as they employ approximately 2.5% of the total labor force.
2. High population growth: Iraq's population growth rate is among the highest in the world, leading to inflationary pressures on the labor market. If the population increase is not exploited in a healthy manner, it must be integrated into the increase in labor services.

3. Mismatch between the labor market and educational outcomes: We find a disconnect between the demand for the workforce and the educational system as a result of the stagnation of educational institutions and their failure to meet job requirements. Consequently, a large percentage of graduates are unemployed.

Financial and administrative corruption: Corruption leads to the waste of resources and their inappropriate allocation, as well as the inability to implement integrated economic planning that generates new jobs. It also affects the volume of local and foreign investment because investment avoids an environment in which corruption is rampant. Corruption also affects state agencies and institutions, affecting unemployment by limiting economic growth.

Conclusions and recommendations

First :The Conclusions

1. To achieve economic stability, unemployment must be combated through two levels. The first level is represented by short-term measures aimed at limiting or mitigating its negative effects or controlling the unemployment crisis. The second level is long-term measures by bringing about structural changes by providing increased productive employment opportunities commensurate with the numbers of those entering the labor market annually.

2. Estimates and statistics indicate that the level of unemployment in Iraq is high, and there is no doubt that the public sector alone cannot provide additional job opportunities, as the weakness of the local private sector makes it difficult for the state to create the necessary job opportunities to reduce the unemployment problem.

3. There are several challenges facing achieving low unemployment rates, including the rentier nature of the economy, high population growth, financial and administrative corruption, and the mismatch between the labor market and educational outcomes.

4. Finally, as a result of the failure to diversify the Iraqi economy to include labor intensive sectors, poor economic planning, specifically poor human resources planning, the weak level of qualification for those of working age, the state's failure to commit to appointing graduates and encouraging the government sector, and the lack of participation of the local and foreign private sector in economic activity, this has led to the continuation of the unemployment problem.

Second: recommendations

1. Increasing employment and investment opportunities by providing a suitable and appropriate climate for local and foreign investment, while directing investment towards labor-intensive industries that serve the employment and operation process and are capable of absorbing a large portion of the workforce, thus reducing unemployment rates.

2. The necessity of implementing programs to retrain and rehabilitate workers, especially those groups that do not possess the skills that enable them to compete in the labor market, such as unskilled workers and women.

3. Supporting small and medium sized enterprises that create suitable and new job opportunities in the economy.

4. Reforming public sector companies by creating new activities that help absorb surplus labor while simultaneously increasing production efficiency, as well as avoiding privatization at the present time.

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