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Analyzing the gap between educational outputs and labor market requirements: potential for alignment

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Abstract:

Education has consistently been a prerequisite for employment in a variety of positions. Nevertheless, this can be a problem and exacerbate unemployment in societies if it becomes an obstacle or if there is an overabundance in certain disciplines. To enable to design practical remedies that can be performed in both the near and long term, it studies the reasons for it and evaluates its data within Iraq.

The framework of job possibilities in Iraq is also the subject of this study, and the level to which it enables job candidates of both gender with various degrees of educational attainment. It also evaluates the capacity of both the public and private industries to attract and retain this demographic, as well as the potential challenges and solutions, particularly in light of the challenging security, political, and economic conditions that Iraq has experienced.

The inductive method was used through data analysis to reach the conclusions. Data was collected from multiple sources, including the International Labour Organization, the World Bank, and statistics and reports issued by official Iraqi bodies. This research covers the period following 2003, with particular emphasis on 2020 and 2021, drawing on the most recent available data. These two years reflect Iraq's economic reality more than two decades after that turning point, and they help illuminate the persistent gap between labor market requirements and educational outputs—a gap that has given rise to numerous structural problems in the economy, unemployment chief among them.

The research problem lies in the disconnect between educational outputs and labor market needs, which has worsened in recent years as a result of a lack of economic diversification and the limited capacity of the private sector to absorb graduates.

The significance of the research is derived from the fact that it addresses a crisis that is deeply ingrained in Iraqi society and necessitates solutions. There have been numerous issues related to occupation and the increase in the proportion of jobless

Keywords: Market needs, Labour market, educational outcomes, demand gap, The Introduction.

Introduction:

The need for occupation in Iraq is a multifaceted challenge that has the potential to develop into a crisis. Given that the national unemployment rate exceeds 16% and the majority of the unemployed are youthful individuals with varying levels of educational attainment, the necessity for employment, whether in the broader public or private industries, is evident. In light of the already deteriorating market structure's dependence on specific sectors, following graduation, the majority of job searchers prioritize employment in the public sector due to the inefficiency of business as a

driver to the economy and the absence of legal regulations that ensure job safety and protection. They perceive that it guarantees their immediate and long-term requirements.

The research investigates the discrepancy between the labor market's requirements and educational outcomes. This is due to the fact that there are numerous unemployed individuals who possess graduation certificates in a variety of specializations and educational levels. However, the labor market's requirements do not generate jobs that are appropriate with their specializations, resulting in an annual accumulation of unemployment. As a consequence of the graduation of fresh populations from the education website, job seekers are now dependent on appointments in the general public business. Despite their employment in the private market, a significant number of them regard it as merely a transitional period until they are able to secure a position in the government workforce, as the private sector lacks job security. In contrast, the majority of its employees are employed in positions that are not in accordance with their areas of expertise, as indicated by their certificates.

The significance of the investigation: It is evident that the research is significant for recognizing a problem that has arisen in the Iraqi economy as an outcome of the discrepancy between the concentrations of students and the requirements of the Iraqi job market. This problem was caused by the influx of a significant number of college students from international and local universities, who were unable to secure job opportunities.

Issue of investigation: The issue of disconnect between educational results and labor market demands arises in light from the passed down structural problems in the Iraqi financial system that have been exacerbated in the past few years, the lack of diversity and rentierism during the Iraqi economy, while the limited capacity of private companies to bring value to economic activity .

Hypothesis of investigation: The rate of unemployment among young individuals with different degrees of education may be decreased by coordinating with interested parties and the Ministry of Learning to consider the demands of the labor market and to become involved in learning for specialties that the market needs. Compatibility is available between the academic achievements and labor market requirements. In order to achieve this, and to establish institutions that are capable of instructing and enhancing the abilities of job applicants in a manner that is consistent with the demands of job markets.

Research goals: The research endeavors to:

1. Examination of the job market within Iraq and its need for employment.
2. Recognizing the weaknesses in the discrepancy between the demands of the labor market and the results of education.
3. Formulate suitable solutions to address this disparity.

The first section: The job market, job applications... general concepts

The first is the labor sector

In the field of economics, the employment market is a place where availability (people actively seeking job) and consumption (businesses) for the workforce combine, among other considerations. Other factors that may be considered include the state of business activity, patterns in the sector, the necessity for specific skill sets or level of education, and so forth. The labor market's supply and demand Labor markets, like those for commodities and services, are governed by an equilibrium between demand and supply mechanism.

Labor market assessment is a critical component of workforce analysis. It offers a comprehensive perspective on the supply and demand of labor. The procedure involves an assessment of the current employment opportunities for a variety of occupations and abilities. In order to educate and improve the organization's personnel strategy and policies, it is mandatory for any organization or company that requests labor to conduct a labor market analysis. This is because employees supply the labor, Employers supply the demand. Manpower seekers should assess the workforce from both macro and small-scale aspects. Macroeconomic metrics focus on worker efficiency and rate of joblessness, while microeconomic evaluations

examine financial status, hours of labor, and other advantages. In general, the labor market consists of four aspects:

1. Labor force demographics refer to the total number of persons available for employment in a given labor market. The population, also known as workers or marketplace participants, includes all persons who provide their skills and services for work, regardless of industry.
2. Population requesting for jobs - corresponds to the proportion of persons applying for certain positions based on their abilities and expertise. For example, people seeking IT and creative design jobs may fall into the equivalent category of apps.
3. application Groups - An application pool includes persons interested in applying for a given employment. It may include people who have submitted applications to be considered for the post, and HR views applicant databases as the first stage of the recruitment process.
4. Selected persons refer to those who endure a thorough job screening process. (https://www.reveliolabs.com/blog/labor-market-analysis-explained/)

Occupational analysis is a strategy for using job market data, which involves analyzing recruitment data, studies, and current data. Labor market analysis is advantageous for the majority of organizations, including governments, large corporations, and small and medium-sized enterprises. The analysis should generate corresponding reports that provide a detailed account of specific metrics and the potential applications for HR.

Secondly, the demand for employment.

In the production of products and services, businesses necessitate both capital and labor as inputs to the manufacturing process, as per economic theory. The requirement for work is a key economic idea that stems from a business's manufacturing needs. In sense, if demand for the business's goods rises, it will need to hire more workers. If the demand for the firm's goods and services declines, the organization will have to hire fewer staff, which will result in a decrease in the demand for labor and a reduction in the number of employees retained. Labor demand as well as supply are determined by labor market factors. Individuals who are seeking employment will provide their services in return for remuneration. Companies that demand labor will reward workers for their skills and capabilities.

In reality, individuals employ two primary methods to secure new employment: utilizing personal networks and social capital, as well as Internet techniques like search. He is in search of a position that aligns with his abilities and qualifications. Social capital refers to the resources that are both anticipated and materially realized through the establishment and maintenance of social relationships and networks. Sociologists have discovered a significant correlation across social ties and the acquisition of employment, as they serve distinct functions in the process of securing employment. Additionally, individuals leverage their social capital to establish personal connections and secure employment. Unemployed individuals utilize Facebook to correspond with job candidates in order to locate new employment opportunities. The Internet is utilized by nearly 80% of individuals to assist in the search for new employment (Chancellor, S., & Counts, S.,2018).

VA presents a significant difficulty for job seekers: the mismatch of their talents with work needs. As a result, some with outstanding schooling resort to awaiting government work, while others prefer to adapt to the existing environment by obtaining skills via experience or by developing their abilities. The private sector typically employs individuals who are deemed reliable via relatives or acquaintances, while others use their circle of friends as well as private or family links to get jobs.

The second section: Structural imbalances in the market structure and demand for jobs

Initially, the labor marketplace and job opportunities in Iraq

Classical economists have long thought that full employment occurs automatically in economic systems and that jobless does not exist, save within limited boundaries, due to

the market method and the hand that is unseen. However, this idea ended with the Great Financial Crisis in 1929. The concept of total employment was removed by the death of the hand that was inconspicuous, and unemployment at a specific rate became permissible in the economy.

Unemployment is a concern that affects all economies, contingent upon the economic climate of the respective nation. The figure below illustrates that unemployment rates in Iraq fluctuate, often increasing and sometimes decreasing. This fluctuation is a direct result of the political tensions and economic crises that periodically affect the Iraqi economy, includes external factors originating from the unpredictability of the price of crude in worldwide oil markets.

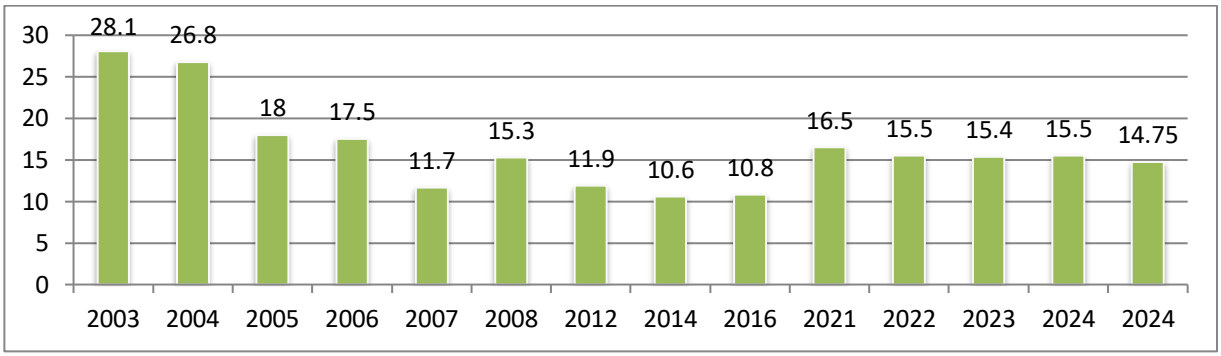


Figure (1) Jobless Statistics in Iraq between 2003 to 2024
Source: From the researcher's work based on: (years 2003-2008) Republic of Iraq, Ministry of Planning, Annual Statistics 2017, pp. 74-75
-Republic of Iraq, Ministry of Planning, Annual Statistical Group for Various Years.
-(Years 2009-2024) International Labor Organization, available at the link
https://www.macrotrends.net/countries/IRQ/iraq/unemployment

Public hiring has grown into one of the systems for distributing hydrocarbon rents in Iraq as a result of the rent seeking of the Iraqi economy. The government workforce has become an accumulation of disguised unpaid leave, Workers' production in some industries has reached a negative value. Furthermore, it has grown more difficult to incorporate entrants into the industry.

The demand for labor is directly related to the number of capitals made and how they are spread across economic sectors. To benefit on the physical labor component, diverse talents must be absorbed by diversifying tasks and spreading them regionally. The table below shows that the service business is the most capacitive of labor applications, followed by manufacturing enterprises and the agricultural industry.

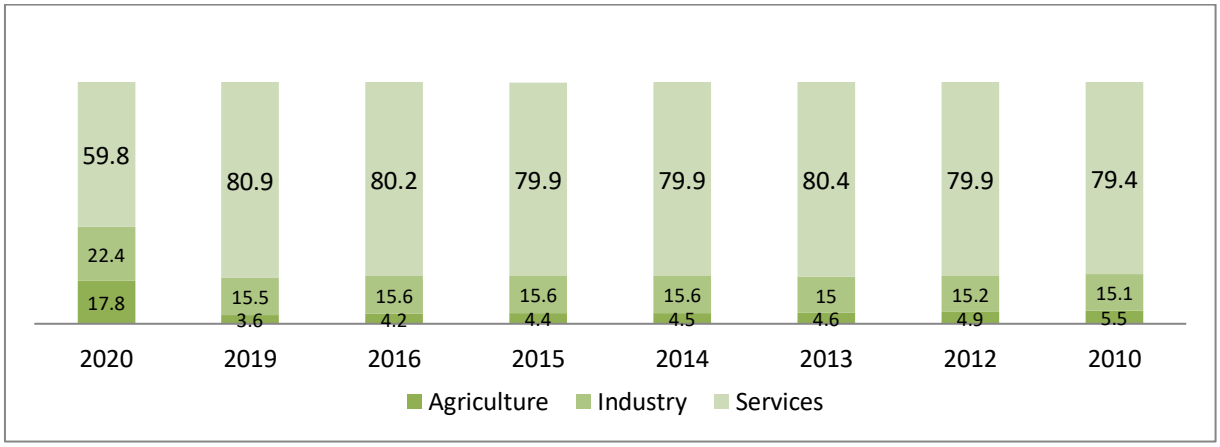


Figure (2) Sectoral breakdown of occupation in Iraq from 2010 to 2020
Source: Assessment of the Labor Market & Skills Analysis Iraq and Kurdistan Region-Iraq, p45

In 2004, the services sector accounted for 67% of the Iraqi labor, a figure that increased to 75.8% in 2017. The relative decrease in agriculture's proportion of the accessible workforce about 8.3 percent in 2004 to to 4.5% in 2017 is noteworthy. In 2004, the proportion of employees employed in the industry did not surpass 24.6%; however, it declined to 19.7 percent in 2017. (Fahd, Younis, 2021, 130)

It is acknowledged that the services and shipment sector in Iraq is crucial in assimilating workers with low levels from productivity, as the agricultural sector is plagued by unemployment and the industrial sector lacks alternative job opportunities. In pursuit of employment opportunities, numerous agricultural laborers relocate to urban areas. Because of the potential for absorption within the sector, the industrial sector is relatively minor, as it comprises exclusively the professional services and distribution sectors. The business services sector is capable of accommodating an increasing workforce. Consequently, the services sector is responsible for the absorption of surplus labor in Iraq. Therefore, it is inaccurate to draw any conclusions from this increase in the sector's employment absorption. In Iraq, services do not show any sign of progress or growth. the context of wealthy nations, the services sector is becoming a bigger part of output as well as employment because of amazing innovation or industrial progress that created a sector that supported it with sophisticated goods and services like financial service, communications, transport, and informational activities. These services are an indicator. To grow and move forward .

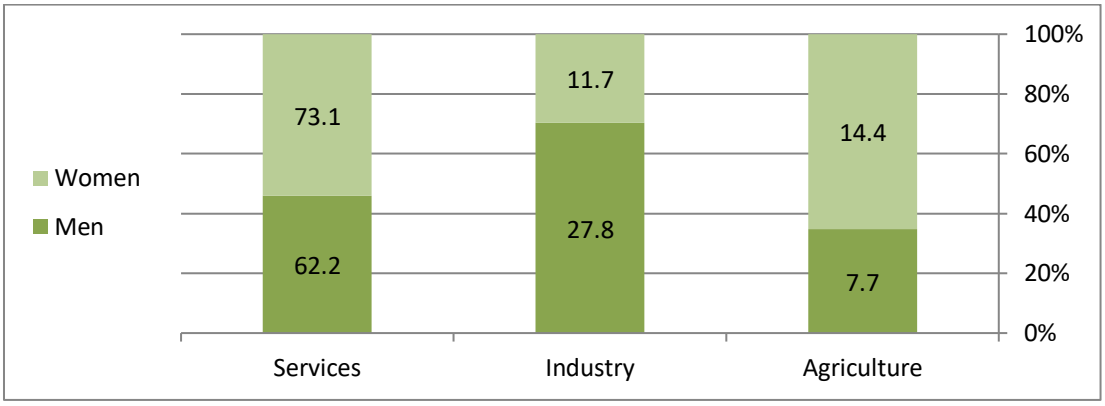


Figure (3) The percentage of female and male occupation by business activity in 2021
Source: International labor organization, Iraq Labor Force Survey 2021,2022, p20

The figure above illustrates the proportion of female and male employed by economic sector. The figure indicates that female employment within the services sector is higher than that of males, with a proportion of 73.1 for females and 62.2 for males in 2021. Conversely, the share of guys working in manufacturing exceeds that of female employment by 16.1. This is due to the fact that the majority of industries necessitate knowledge and expertise that females may not have as well as the fact that the majority of industries necessitate high physical exertion and lengthy working hours. Conversely, In the farming business, there are 6.7 percentage points more female workers than male employees. This could be because of natural effects that make it possible for... Furthermore, most of the people who have moved have gone to work in fields other than agricultural, women are employed in agricultural industries as part of a family enterprise.

The fact that these numbers are in line with an international movement is even more convincing. The services sector now has more women and men working in it than agriculture did, and over fifty percent of all the global women currently work in the service industry. Since 1995, The number of females employed in this sector has gone up from 41.1% to 61.5%. In high-income countries, health care and education are the primary source of women's jobs, employing approximately one-third of all women in the jobs market (30.6%). In countries with low to middle

incomes, the agricultural sector remains the most significant source of pay for women. (International Labor Office, 2017,5).

Second: market structure and Manpower

The latest figures indicate that the labor force membership rate in Iraq, currently under federal administration, is 49%, and in the Kurdistan region, it is 40%. The labor force expanded via 8 million to 10.5 million people between 2011 and 2017. This is one among the lowest population to labor ratios in the whole region. Within excess of 2.5 million Iraqis of working age without employment, nearly 25% of the labor force is either inactive or underemployed, culminating in a national unemployment rate of sixteen per cent. (ILO, 2021, 11)

The Iraqi currency is controlled by a private business that depends on oil and gas. Only 3% of the workforce is used in the oil and gas industry, even though there are a lot of young people out of work in the country, which threatens political security and the partnership between society and the government. Oil is also not a very labor-intensive business.

This was the result of the rentier economic structure of Iraq, which contributed to the formation of the government's social relationship with its citizens and, as a result, the labor market. The citizens perceive this as a proper system for distributing oil wealth to them, as ministries along with state-owned businesses crowded out independent businesses in the private sector, which were unable to compete with the increasing wages, stable employment, reduced working hours, alongside generous retirement packages supported by oil revenues in a federally funded government. As the UN Development Program (UNDP) observed, the structure of public work and the number and nature of employment prospects generated through investment in the economy and national income are directly impacted via higher revenues from oil and do not have a boost in productivity rates. (ILO, 2023, 5-6) .

Table (1) the number of individuals employed by sector in 2021

rate	Number in millions	Employment sector
100	**8'601**	**Total**
37.9	**3'261**	**General**
61.6	**5'302**	**Private**
0.1	**6**	**Family work**
0.3	**26**	**Institutions that are not for profit**
0.1	**6**	**International institutions**

Source: International labour organization, Iraq Labour Force Survey 2021,2022, p12.

The data above illustrates the distribution among the people who work by sector of labor in the primary occupation. Upon reviewing the table, it is evident that the public sector accounted for slightly more than one-third of employment (37.9%), while the private sector accounted for approximately 61.6 percent. The remaining employment was in family duties (0.1 %), non-profit institutions (0.3 percent), and global organizations (0.1 %). It is important to acknowledge that the term private sector encompassed more than just private companies and quasi-companies; it also encompassed individual companies that should, in theory, have been classified as part of the domestic sector.

Total employment is comprised of 40-50% private sector employment. In recent years, the private sector has been unable to accommodate the growing number of youthful individuals entering the job market and the unemployed, much like the public sector. In reality, the security situation is the basis for assessing the impact of business operations on the private sector. - This resulted in an unstable environment for establishing a new business. - The financial environment was challenging due to the recent plunge in global oil prices and years of governance and social unrest. - The business

environment was made even more challenging by the new Corona virus pandemic. The findings of a recent study indicated that approximately 25% of the people surveyed who were employed prior to the implementation of the closure policies were irrevocably terminated during the pandemic. Concurrently, these variables fostered the proliferation of diminutive and frequently transient economic entities. As a result, the informal economy played a critical role in the absorption of workers, which included refugees and displaced individuals from conflict-affected areas, due to the scarcity of employment in the private and public sectors. (ILO, 2021, 38-39).

Third: The attractiveness of employment and the difference in preference between private sectors and the public

It took more than three times as many people to work full-time for the Iraqi government in 2021 than there were in 2004—1.047 million. Those working in the state sector, on the other hand, made up 32% of all workers in Iraq. By 2020, there could be more than 4.5 million workers in the state, which is about 40% of the total workforce. This is in comparison to 60% of those employed in the business sector (Al-Marsoumi, 2022, 8).

The government industry has the most regular jobs. The political agreement of the 1980s and 1970s has resulted in a disproportionate growth of the civil service, which has created job possibilities for all college students and graduates of vocational and technical schools and programs. Despite the fact that the governmental sector is now no longer able to accommodate the growing number of these graduates, it remains the most favored employer and the majority of formal positions are still available. In both Iraq and the Iraqi Kurdistan part of Iraq, Even though the government is trying to bring people together, the private sector is seen as a temporary place where teens can work while they wait for jobs in the state sector. Also, there are no rules in place to cut down on the size of the public sector. The Kurdistan Area of Iraq does have a lot more people working for the government, though, and the percentage of working women is much higher than the national rate. In the Kurdistan Region of Iraq, more than half of the people who work are employed by the government. People who work directly for the government, a small group of people who work for state-owned businesses, and a small group of people who work in organizations that are a mix of public and private sectors. Based on data from the Kurdistan Region Employment Statistics Authority, about 80% of working women and 45% of working men work for the government. The informal sector is affected by the anticipated reduction in the size of the public economy in Iraq and the Iraqi Kurdistan Region, as the private sector is largely informal and underdeveloped. In addition to having an approximated one million individuals who come to the labor market each year, the formal private sector does not have the capacity to accommodate the public sector surplus. The commercial sector to Iraq is largely dependent on trade. (Ministry of Planning ,2024. 36)

It is thought that between 40% and 50% of jobs are in the private sector. This kind of activity mostly happens informally and is mostly found in retail, industry, fabrics, trade, engineering, public transportation, tourist spots, food, and chemicals. People think that Iraq's industry base is weak and not very diverse. It has also been ignored for years because there haven't been any policies to support it. This happens because there isn't a good work environment, as well as the general economic situation (low-priced imports). The domestic demand in the recent period was substantially reduced as a result of the epidemic, which resulted in the exclusion of numerous minor industries from the market. In contrast, the agriculture sector has an opportunity to create substantial employment opportunities; however, its development was impeded and adversely impacted by a variety of factors, such as political disputes. The majority of Iraqi food alongside agricultural companies temporarily reduced employment in response to the situation. Nevertheless, the services sector's expansion was the primary driver of structural change in Iraq. A limited number of significant corporations are present in the private sector, which is composed of micro,

small, and medium-sized commercial enterprises. The majority of micro, small, and medium enterprises are family-owned, particularly in the construction, communications, and local trade sectors. However, they encounter a variety of challenges that restrict their capacity to absorb an unemployed workforce, as the private sector becomes increasingly unorganized. The extent of this sector. It is imperative to emphasize that both financial and non-monetary services are unavailable to micro, small, and medium-sized enterprises. The development of small and medium-sized businesses is the focus of one or more programs that are implemented by all stakeholders, including the government, development partners, and non-governmental organizations. The obstacle is the lack of an organizing system that can optimize the beneficial effects of these initiatives for micro, small, and medium-sized enterprises. The private industry in Iraq is characterized by lower average salaries, unstable employment opportunities, fewer benefits, and a lack of formal contracts in comparison to the public sector. Informality is a significant concern within the private sector, as it impacts the quality of every good and service, as well as jobs. It is probable that The unorganized sector should offer a greater number of possibilities for employment for younger people than the regulated field, which typically lacks binding agreements and social protection. Despite the fact that the informal economy's expanding network of microeconomic activities offers protection during periods of crisis, it will ultimately result in... The persistence of unregulated behavior in the job market will endure if it is not confronted. (ILO, 2021, 11-12) The table below demonstrates that the amount of significant industrial companies declined in 2014 to 519 establishments, with a total of 29,632 workers. The number of establishments in Iraq increased to 719 in 2020, with a total of 126,790 employees. The largest number of establishments was (226) in 2013, with a total of 3,325 employees. In 2014, the number of establishments decreased to 120, with a total of 1,916 employees. The number of establishments in 2018 increased to 198, with a total of 2,624 employees. In 2011, the number of minor establishments reached (47,281), but it decreased to (21,809) in 2014, with a total of (145,385) employees. The number of personnel increased to 93,644 in 2017, while the number of laborers increased to (84,272) for the two mentioned above years.

Table (2) The number of businesses in the business community, classified as large, medium, and minor, and the total amount of staff employed in each, for the years 2013-2020.

Small enterprises		**Medium establishments**		**Large establishments**		**the year**
Individuals employed there	The quantity of them	Individuals employed there	The quantity of them	The individuals employed there	Number of them	
91959	27694	3325	226	31741	554	**2013**
84272	21809	1916	120	29632	519	**2014**
67157	22480	1491	92	129024	600	**2015**
81920	25966	2449	179	109574	566	**2016**
93644	27856	2521	182	114497	574	**2017**
83375	25747	2624	198	115986	627	**2018**
-	-	-	-	135629	670	**2019**
-	-	-	-	**126790**	**719**	**2020**

Source: -Republic of Iraq, Ministry of Planning, Central Bureau of Statistics, Statistics of Large Industrial Establishments (Cumulative) for different years.
-The Central Bureau of Statistics of the Ministry of Planning, Republic of Iraq, Census in Medium Industrial Organizations, various years.

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Wars and centralized state control have left a significant economic legacy in the industrial sector, which has weakened its ability to contribute to the steady growth of the Iraqi economy. This legacy has been further exacerbated by the resulting impacts of the 2003 conflict. The security situation developed unstable, and the majority of the infrastructure was devastated. Additionally, there was a dearth of an economic policy to support the development of these initiatives. The unrestricted purchase of products and the lack of quality control, which made them fight with goods made in the country, in addition to the development of administrative red tape and bureaucracy, served to obstruct industrial activity. Among the most significant factors that contributed that the manufacturing sector is making less of an impact on the economy and the gross domestic product, or GDP, are these. Iraqi by birth.

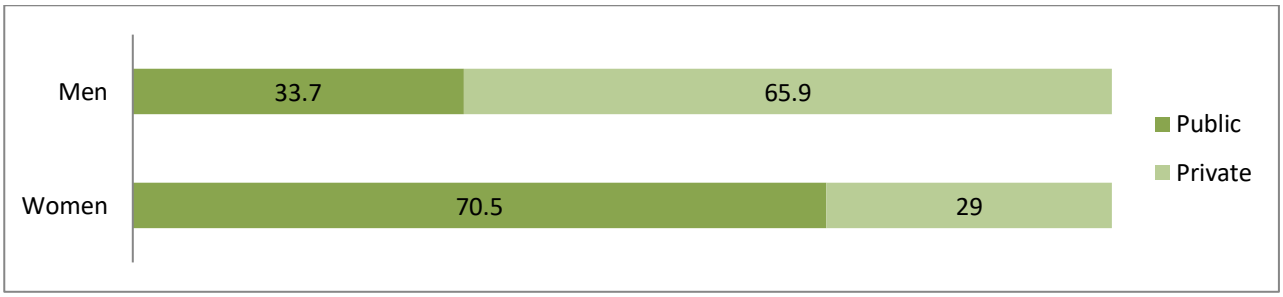


Figure (4) The proportion of female and male employees in the governmental sector of Iraq. In the year 2021
Source: International labor organization, Iraq Labor Force Survey 2021,2022, p26

The information in the picture above, which is broken down by gender, shows that women hold more government jobs (70.5%) than men (33.7%) by a large margin. Conversely, men are far more likely to be employed in the private sector (65.9%). Women comprise 29% of the population. The reason behind this is the fact that women find it challenging to participate in the majority of private sector activities, as we have previously observed. Additionally, the public sector provides a greater sense of work security and job reassurance than the private sector.

The third section: The problem of matching educational outcomes with the market demand for labor.

First: education and population

According to 2020 population projections, Iraq's population is 40.150 million, with 20.28 million men making up 51% of the population and 19.865 million women making up 49%. About 70% of the total people lived in cities, while only 30% lived in rural places. 2022, page 4; Al-Marsoumi

Projections issued by Iraq's Ministry of Planning point to a population exceeding 51 million by the year 2030. This trajectory reflects an annual growth rate of roughly 2.6 percent—a figure that outpaces both the global average (1.17 percent) and the broader Arab region's average (1.6 percent), making Iraq one of the fastest-growing populations worldwide. In practical terms, the Ministry's figures translate into an added population of close to one million people each year, equivalent to roughly ten million additional inhabitants per decade.

A significant number of children are involved in education and study, with some of them continuing their education while others opt out for a variety of reasons, such as the safety circumstances or destitution of their families, which necessitate that children work to earn a livelihood. Iraq's population is among the youngest nations in the globe, according to statistics. The adolescent age category comprises approximately 60% of its population. The juvenile unemployment rate has reached 36%. Since 2014, the engagement rate of young people (15-24 years) has declined from 52.5% to 34%. The low academic achievement of youth keeps them from being involved in productive work, and the rate during youth participation in underemployment, which is defined as working for a maximum of 35 hours per week, is

estimated to be approximately 28%. Over 3.4 million young men are currently without seats, out of a total of 7 million youth Iraqi women and men. Study: About 33% of young people (15–29 years old) can't read or write at all or only partly. But only 33% of kids have finished elementary school, 28% have finished middle school or high school, and only 7% have finished college or university. Because of this, a lot of kids don't have the skills they need to get a job in the economy that is still recovering from the war. (ILO,2023, 5–6).

Conversely, vocational institutions had 51,48 students, while institutions of fine arts had 17,282 students. The number of Iraqi students includes those who are qualified to go to school, even though three million to two hundred thousand kids are still not in school because they are poor, have left the country, or the safety situation is getting worse. A lot more than 16 million kids. In terms of universities, schools, and organizations, Iraq has 165 private universities with 211,905 students and 31 government universities with 541,455 students. There are also 18 technical schools run by the government with 22,699 students and 30 technical institutes with 69,523 students. What this means is that there are a total of 845,582 students in Iraq's colleges and universities.

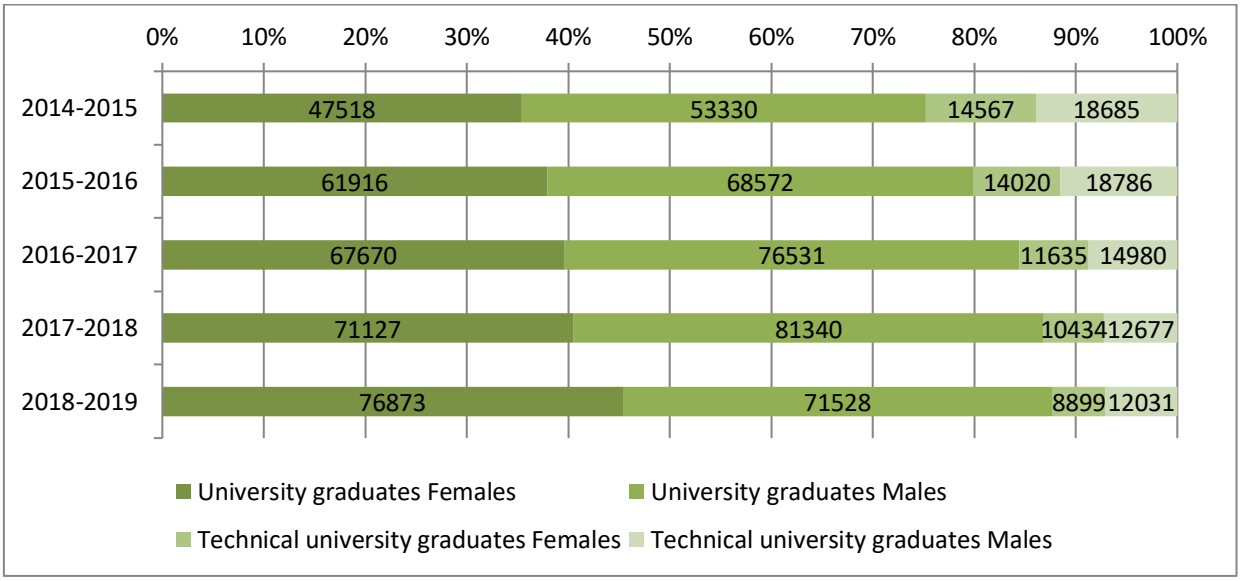


Figure (5) Number of male and female students who graduated from colleges and trade schools from 2014 to 2015 and 2018 to 2019
Source: Graduates of higher education in Iraq for the academic year 2018/2019, Central Bureau of Statistics, Directorate of Social and Educational Statistics, 2020, pp. 8-9.

secondly: The graduates and labor market

The problem of mismatch between the standards of the labor market and the educational outcomes of various specializations arises on the decision faced by job hopefuls with varying degrees of academic attainment between the public and private industries. This is due to a variety of factors, in addition to those previously mentioned. In large measure, values determine the social interest in education and training. In many developing countries, including Iraq, there may be an entrenched belief in an ordered system based on academic status, whereby youths with the best results should become physicians, and those with highest scores should become doctors. This belief is rooted in society and its values. For instance, to pursue a career in engineering or law, This is further supported by the secondary school admissions system, which restricts enrollment in programs that prepare individuals for these professions. Instead of pursuing the career path that best suits their eligibility or the employment for which they are required on the labor market, many young people prepare for the highest-status occupation for which they can meet the entry requirements. Another factor influencing enrollment behavior in Iraq and many other emerging nations is the long history of stable,

pensionable, and benefit-rich public sector employment.

In spite of this, official organizations in the Iraqi Kurdistan Region and the Republic of Iraq are planning to limit the number of public servants and are no longer taking on all graduates. It is mandatory, and the concept of applying for it is relevant. Young individuals and their families continue to find employment in the public sector to be an extremely appealing prospect. Certain professions, such as tourism and hospitality, are considered to be low-level in the job hierarchy. The general consensus is that working in the private sector is undesirable as it is thought to provide lower pay. lack of social security or decreased employment stability. With most of its activities being informal, the private sector is far smaller and less established. As such, it offers less opportunities than the public sector. (CSO, 2019, p. 41)

Conversely, the current educational system fails to adequately equip students with the necessary skills to meet the demands of the labor market in tandem with owners of industrial projects, as the need to provide highly qualified personnel in the public and private sectors grows. There is less demand for students with credentials, and significant rates of unemployment among recent graduates have been seen, regardless of what they have learned, due to their technical capabilities. (Al-Ani, Al-Nasih, 2010, p. 145)

Companies think that a lack of skills is a big problem in the Iraqi job market because 35.4% of small businesses say that workers who aren't educated are a big problem. This is higher than the 19.8% of business owners in the rest of the power source Middle East and North Africa and the 19.5% of employers in every country. Additionally, 26.3% of medium-sized companies in Iraq consider insufficiently educated employees a major obstacle. In contrast to the Middle East and North Africa average and the median of all countries, shippers in Iraq are far more likely to identify a shortage of skilled employees when examining the percentage of business enterprises facing a skills disparity through export activities, which is 19.6% in other Middle Eastern countries. Nevertheless, it is important to acknowledge that 34.4% of non-exporters They regard skills mismatch as a significant impediment, in contrast to 16.8% of respondents in the Middle East and North Africa region. It is intriguing that organizations that perceive a lack of skills as a significant impediment to business improvement provide less training. Specifically, 26.7% of these organizations provide formal training, while 73.3 percent of them do so when a skills mismatch issue is reported.

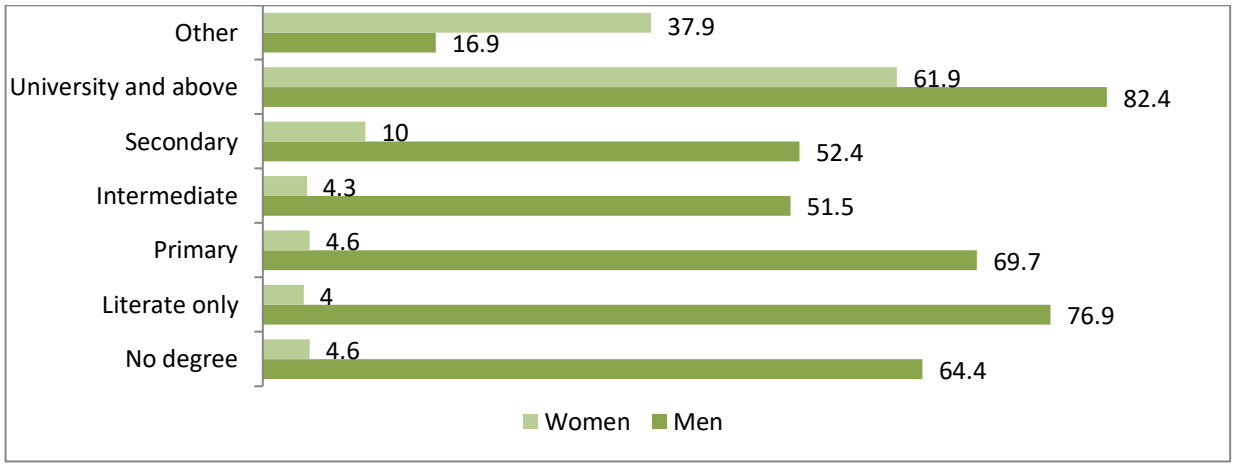


Figure (6) Rate of women and men in the labor force by level of schooling for the duration of 2021

Source: International labor organization, Iraq Labor Force Survey 2021,2022, p. 17

The chart above illustrates the percentage of the workforce of men and women based on their educational level. It demonstrates that the employment rate of men and women is greatest at the college level of education, and the disparity between the two is significantly

reduced. From different levels of academic achievement.

The degree of women's engagement in working life differs significantly among countries. Several factors may contribute to the low labor force participation rate of women in Iraq, involving constraints to entry that include educational attainment, a shortage of young kids as well as a shortage of childcare services, limiting the role of women in public life and the age at which people can get married.

Third: Potential solutions to the connection between trainees and job markets

The hierarchical nature of the job market is the reason for the disparity between the demands of the employment market and the educational level of those seeking employment, including those with university degrees. As a result, the majority of private-sector initiatives are family-based, and as a result, employers often hire relatives and relatives, whichever their academic records and educational background and the scope of their work. In the majority of work and production, the work is adapted to the specialty.

Furthermore, the majority of the specialties that are the result of education are incompatible with the demands of the labor market. This is due to the fact that the majority of humanitarian specializations and a few applied specializations lack the necessary projects to participate in the labor market, resulting in a lack of opportunities for these specializations. He was employed in the business world, which typically necessitates knowledge and experience in the areas in which he is involved. These fields are typically those that prioritize immediate financial gain, including the building, development, contracting, shipping and imports, and tourism sectors. The business activity that produces commodities, which necessitates a hire of manpower with different professions and the development of factories and other industry-related locations, is not included in the private sector's activity. Furthermore, the majority of specialized private sector projects, including those in the health care, education, and construction and building sectors (e.g., hospitals, colleges, schools, etc.), employ individuals with accumulated experience from the government sector. Consequently, prospects for recent college graduates to work and engage with their field of specialization are diminished. In addition, the private sector fails to adhere to a stipulated, fixed, and identical salary system, and retirement security is absent. As previously mentioned, the public sector has compelled both graduates and non-graduates to focus solely on the government position that ensures this.

The following are a few measures that can be taken to resolve this issue:

1. The enactment of education and vocational education programs for workers is an endeavor to reconcile the worker training divide in the service and manufacturing industries. This is known as training and qualification. It is advisable to investigate the feasibility of implementing a reasonable vocational training system in which employees enroll in courses at a vocational school. Using this mix during study and planning gives workers the chance to keep up with new technology while simultaneously obtaining practical knowledge in their workplace.
2. The private sector is implementing labor educational initiatives to cut down on unemployment, even out skill levels, boost output, and build up human capital. The program can be administered over several months, and a combination of classroom and online learning can be beneficial. As part of this plan, people are required to attend a few meetings, a set number of basic training days, and some teaching classes. This gives workers more freedom, so more of them can take part in the planned education events.
3. Promoting policies that focus on improving the export processes of businesses, as research has demonstrated that shippers are more inclined to surmount labor legislation and the issue of skills disparity. Attempting to establish alternative sources of national income and employment by promoting non-oil exports.

4. In collaboration with the appropriate authorities, the sector's workers will be provided with social, old age and health security through the adoption of a relevant law. This will be a critical factor in the distribution of laborers among the private sector's diverse activities, as businesses is analogous to the public sector.
5. The rejection of the hierarchical system of admissions and the dissemination of knowledge and instruction that all areas and professions are significant in the economy.
6. The establishment of vocational training institutes or colleges in a variety of specializations to enhance the skills of professionals and illiterate individuals in order to address the disparity between demand as well as supply for specialized work, as well as to meet the needs of the local market.

Recommendations and Conclusions

First: Conclusions

1. The structural character of the labor market is the primary cause of the discrepancy between the needs of the labor economy and job seekers. This is due to the fact that the majority of projects carried out by the private sector are family-based, and as a result, they typically hire relatives and staff members, regardless of their academic and educational backgrounds and whether they are suitable of the work for their specialty, in the majority of work and production aspects.
2. The majority of the fields of study that are the result of higher learning are not in alignment with the demands of the labor market. This is due to the fact that the majority of social work areas of expertise and some related areas of expertise lack projects to accommodate them, which results in a lack of possibilities for employment in the business community. Whose activities typically necessitate a wealth of knowledge in the disciplines in which they operate, which are typically activities that aim to generate immediate revenue.
3. The services as well as transportation market has the most job openings because the manufacturing sector doesn't offer many different jobs and the farming sector is getting worse. Because farm workers are moving to cities to find work, there are more people looking for work and more people who are unemployed.
4. The government is the major legal employer because private businesses can't hire enough people to keep up with the yearly growth in the workforce, and students would rather work for the government than the private sector.

Second: Recommendations

1. Strive to diversify the power source Iraqi industry in a manner that enables the remaining economic sectors to be more effective and to attract workers with a variety of certificates and specializations. This can be achieved by either involving the business community in their administration or completely privatizing them.
2. Creating a law that is immediately applicable and implementing it with a variety of government monitoring mechanisms to ensure that the private market and its employees are regulated in a manner that protects their rights and instills a genuine sense of job security in job seekers.
3. Setting up schools or workshops to keep skills up to date and in line with what employers want. Specialized government panels will keep an eye on these institutions and make sure they are run by the business establishment and its experts.

Data Availability:

The data used to support the results of this study has been included in the article.

Conflict of Interest:

The authors declare that they have no conflicts of interest.

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