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We are pleased to inform you that your paper entitled

“Employment policies and youth attitudes towards government jobs in Iraq (a social study in the city of Diwaniyah)”

Written by

Prof. Dr. Ali Witwit and Zaid Bassim Oudah

Al-Qadisiyah University / College of Arts

albnfsgmhsan@gmail.com

Has been accepted and will be proceeded to publication in the International Journal of the Journal of New Zealand Studies (Online ISSN: 2324-3740). We congratulate you for your achievement; the technical details about the publication will be informed later. The publication of the accepted paper will be provided by June-July 2023.

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Regards,

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Employment policies and youth attitudes towards government jobs in Iraq

a social study in the city of Diwaniyah

A. Prof. Dr. Ali Witwit

Zaid Bassim oudah

Al-Qadisiyah University / College of Arts

2023

albnfsgmhsan@gmail.com

Summary

This research is an introduction to shed light on employment policies in Iraq. It shows the relationship of employment policy programs set by the Iraqi state and directs young people towards government jobs, and tries to investigate some important aspects in this field, as young people suffer from shortcomings in employment. This research also aimed to identify the concepts of employment policies and government job.

The current research is descriptive and analytical. In which the researcher used the social survey method through the questionnaire form, which was distributed to a simple random sample consisting of (200) young men from different regions of the city center of Diwaniyah.

The first topic / the general framework of the research

First: search elements

1) The research problem and its questions

The dichotomy of (work and youth) is an essential issue in all countries in general and in Iraq in particular, as it is related to several aspects that make it more complex (such as the economic, social and political aspects), as work (or work) is not only an economic need to secure the requirements of life, but rather it is one of Socially, it is a life project for a young man or woman. Work makes them more integrated into society, and from a political point of view, it represents stability for the political system and a source of progress for countries. In terms of indicators of unemployment and employment in Iraq, it appears that the interaction of adopted policies with the conditions of the transitional period did not succeed in guaranteeing this right or achieving optimal compatibility between the human right to work and the right to education. Poor employment policies, especially youth unemployment, are attributed to the existence of a number of challenges. Social, economic, security and political issues facing the country in general, which lead to an increase in the number of unemployed people. Perhaps the most important of these

challenges is the constant tension of the political situation in the country, the deterioration of the security situation, the acceleration of labor force growth rates, and the recent decline in economic growth. Education outcomes and labor market needs. Despite all these challenges, the labor market in Iraq is witnessing a clear absence of programs and mechanisms included in employment policies, which are supposed to be available to accommodate the increasing number of young people looking for work. in all governorates of Iraq. This is what drives young people to seek a government job in any way, even if it is illegal, to ensure their future, and because of unemployment. And that one of the most important causes of unemployment in our country is: waiting for a government job. Accordingly, the researcher identified the current research problem with the main question: What is the relationship between employment policies in Iraq and youth orientation towards government jobs?

2) The importance of research

This research derives its importance from the importance of the research topic (employment policies and youth orientations towards government jobs), as it has not been studied academically to the best of the researcher's knowledge, as it constitutes a context and an addition to the library of sociology. The practical importance of the issue of the relationship between employment policies and the orientation of Iraqi youth towards the government job, and the issue of employment and obtaining a job opportunity is the main issue that any government program faces in Iraq. government jobs.

3) Research objectives

- 1- Identify the concepts of employment policies and government job.
- 2- Shedding light on employment policies in Iraq.
- 3- Showing the relationship between the employment policies programs set by the Iraqi state and directing young people towards government jobs.

Second: defining concepts

1) Policies of Employment

Employment policies are defined as (all interventions carried out by public authorities in the labor market)¹. It is also known as: “(The policy that aims to achieve full employment and develop job opportunities in a coordinated manner in various regions and industries)². Employment policies have taken on two main dimensions: the first of which is limited to the areas of creating job opportunities that can be obtained from the labor market or

¹ Gilles Ferreo, Philippe Deubel; "Economie du Travail", Armand colin, Paris, 1990, p 123

² Ahmad Zaki Badawi: Dictionary of Administrative Sciences Terminology English French Arabic, 2nd Edition, Lebanese Book House, Beirut, 1994, p. 178.

Labor offices or other entities. As for the other dimension, it extends to managing the labor markets and their actors, finding decent work in terms of selectivity and appropriate employment from the point of view of training and education, as well as providing appropriate working conditions and paying attention to wages, improving productivity through incentive policies, and paying attention to addressing the differences between demand and supply, in terms of quantity, type, time and place, along with interest in expatriate labor³. These policies are the ones that work towards finding work for each person commensurate with his abilities so that the economy finds the labor it needs⁴. Also, it is a vision related to a coherent and consistent work framework that connects all the necessary employment interventions to achieve the goal of employment, and that the main goal of employment policies is a clear political commitment at the highest levels to achieve full employment, as a basic objective of the macroeconomics within a specified period of time often, and not always, and usually that time period falls to achieve the goal Operation during a particular political cycle, for example an election cycle⁵. Many countries and governments have begun to program a set of measures to control programs to accommodate the issue of employment, reduce unemployment and control it, and control it by providing job opportunities for its human potential using a set of plans and policies that express the strategic ideas prevailing in a particular country, and social ideas And the economic principles that emanate from it, the principles on which it is based and the goals that aim to achieve it, which focus mainly on the employment of the population who are able to work, by creating job positions as a basic goal for development, that is, working to create and create job opportunities on a large scale, so that unemployment and part-time work can be eliminated. Taking into account the expansion towards the vocational training sector, that is, the search for compatibility between the employment policy and the vocational training process⁶. Employment policy reflects the ideology of the existing social economy system and its view of workers and the right of citizens in it. Employment policy also means (the method adopted by society in providing job opportunities for the available workforce, in preparing and forming its personnel, and in regulating relations between workers and employers, whether individuals were institutions or Public or private companies, through instructions, laws and rules)⁷. On the other hand The Organization for Economic Co-operation and Development (OECD) defined the employment policy as (a policy that covers all social and economic measures,

³ Laila Makkak: The Role of the Social Development Agency in Improving the Conditions of the Algerian Family, Master's Thesis submitted to, Department of Sociology, Faculty of Arts, Al-Hajj Al-Khidr University, 2011, pp. 191-192.

⁴ Hala Ramadan: Employment policies and their impact on work values, a case study on models of employees in the government apparatus, National Center for Social and Criminological Research, Tenth Annual Conference, Volume One, Cairo, 2008, p. 456.

⁵ Abu Nasser Ismail bin Hammad Al-Gohari; Al-Sahhah and Sahih AlArabiya, Dar Al-Alam Publishing, Edition 4, Part 3, Beirut, Lebanon, p 44.

⁶ Belkacem Salatneh: Vocational Training and Employment Policy in Algeria, unpublished doctoral dissertation, Department of Sociology, Faculty of Social Sciences, University of Mentouri Constantine, 1995, p. 67.

⁷ Belkacem Salatneh: previous source, p. 61.

and is represented in all the means adopted in order to give the right to work to every person, as well as to adapt the labor force to production needs)⁸. Employment policies are all legislations, governmental decisions, and tripartite agreements, the government, workers, business owners, aimed at organizing and setting standards and controls for the performance of the labor market⁹. Therefore, the employment policy is not only considered a macroeconomic policy, nor is it a sectoral or labor market policy only, but rather it is: ((It is a set of measures that are designed and applied at the level of each of the aforementioned policies, meaning that they fall within Within each of the macroeconomic and sectoral policies, as well as the market economy policy, and the aim of these procedures is for each of the mentioned policies to participate in the promotion of employment))¹⁰.

Employment policies are procedurally defined by the researcher as: a set of measures taken by the state to provide employment and employment opportunities.

2) Youths Trends

A) Head

It is the process that shows the young man his chances of succeeding in a specific field of study, professional specialization, or a specific level, and in a certain degree of qualification¹¹. While one of the researchers believes that guidance: (is that process that allows the field that leads to the growth and upbringing of the individual¹². While another believes that guidance: is putting the right person in the right place) and also (helping the young man know a way in the midst of life that is changing continuously)¹³. Another researcher points out that guidance is: (any activity that is practiced with the intention of influencing young people in formulating future plans), and this means that any guidance program must consist of several activities or more in order to help young people plan their future lives¹⁴. While a senior Arab researcher believes that guidance is (the process of guiding the young man to several different ways through which he can use and explore

⁸ Ghalab Fatih, Maymoun Al-Taher: International employment policies and programs used to address the phenomenon of unemployment, a working paper submitted to the international forum on the government's strategy to eliminate unemployment and achieve sustainable development on November 15 and 16, Faculty of Economic, Commercial and Management Sciences, University of M'sila - Algeria 2011, p. 30

⁹ Mostafa Boudiaf: Employment Challenges in Labor Markets, Training Course, Public Employment Services and Employment Promotion at the Local Level, November 30 - December 30, International Labor Organization - International Training Center, 2008, p. 90.

¹⁰ Madani Bin Shuhra: Economic Reform and Employment Policy, Dar Al-Hamid for Publishing and Distribution, Amman, 2008, p. 164.

¹¹ Masoud Boutaf: Professional Guidance between Personality Variables and Social Reality, Journal of Human Sciences, 1996, Constantine University Publications, Algeria, No. 7, p. 52.

¹² Syed Abdel Hamid Morsi: Educational and vocational guidance and counseling, Al-Khanji Library, Cairo, 1975, p. 188

¹³ Youssef Michael Asaad: Adolescent Care, Dar Gharib for Printing, Publishing and Distribution, Cairo, BT, p. 1

¹⁴ Suhair Kamel Ahmed: Guidance and Psychological Counseling, Alexandria Book Center, Alexandria, 1999, pg.9

his capabilities and potentials, which enables him to live in the best possible condition for himself and also for the society in which he lives)¹⁵.

B) Young people

It is known that it is a difficult matter to define the concept of (youth) in the social sciences, and this is a result of adopting different trends in defining it, and these directions are: The demographic trend: This trend tries to define the concept of youth according to the criterion of age (age). A person in which organic and physical growth is complete, as well as his psychological and mental maturity in a way that makes one able to perform his various functions, but they differ in determining the beginning and end of this age. From 15-30)¹⁶. The biological (physiological) trend is the trend that emphasizes the connection of the end of the youth stage with the completion of the organic structure of the individual in terms of weight and length and the completion of the construction of all external and internal organs and systems in the human body. The first years of life, and the growth rate is slow and gradual, as it almost stops at the age of twenty-one. On this basis, biologists define the age of youth as between sixteen (16) years and thirty (30) years, given that it is the period that contains the maximum functional performance of the body and mind together¹⁷. The psychological trend: Supporters of this trend believe that youth is not an age stage that is determined by a certain age, but rather a psychological state that has nothing to do with chronological age. Psychologists, the youth stage is linked to the completion of the emotional and motivational construction of the individual in the light of his basic needs and preparations, and the completion of the growth of all aspects of his emotional, mental and temperamental personality in a way that enables him to interact properly with others¹⁸. Social trend: This trend of youth is seen as a social fact and not a biological phenomenon only, in the sense that there is a set of characteristics and features if they are available in a group of people who were young, and sociologists depend in defining the concept of youth on the nature and extent of the roles played by the young man, as they see The period of youth begins when society tries to qualify the individual socially, professionally and culturally to occupy a social position in which he plays a role or roles in building society, and this stage ends when the individual is able to occupy his social position and begins to perform his roles in the social context in a stable and consistent manner according to the standards and system of society¹⁹. Despite these

¹⁵ Hamid Abdel Salam Zahran: Guidance and Psychological Counseling, 2nd Edition, World of Books, Cairo, 1980, p. 9

¹⁶ Mohamed Sayed Fahmy: Globalization and Youth from a Social Perspective, Dar Al-Wafaa for Printing and Publishing, Egypt, 2007, p. 86

¹⁷ Majid Al-Zyoud: Youth and Values in a Changing World, Dar Al-Shorouk for Publishing and Distribution, Jordan, 2006, p. 36

¹⁸ Muhammad Khawaja: Arab Youth, Studies in Contemporary Arab Society, Al-Ahali Printing and Publishing, Damascus, 2010, p. 100

¹⁹ White Queen: Culture and Youth Values, Publications of the Syrian Ministry of Culture, Damascus, 1984, p.

differences, most of the opinions agreed on defining the youth stage as the age stage that spans ten years, starting at the age of fifteen, twenty-five years, and within two years about the starting and ending point, and the difference remains from one culture to another and from one gender to another²⁰.

The researcher defines youth attitudes procedurally as: (a state of prior readiness among young people, based on their experience or knowledge, to evaluate issues or situations, respond to them, and act against them).

3) Government Job

The concept of a job is related to the philosophy of the state and its view of its workers and the system it adopts for this purpose. This concept has evolved throughout history according to the political systems of government, where the job means the legal entity in charge of the state, which is a group of homogeneous and similar businesses, which requires the person in charge of it to have certain obligations in return for his enjoyment of limited rights²¹.and the incumbent is called the general employee²². It is also (a regular entity affiliated with the government administration and includes a set of responsibilities and duties that necessitate certain obligations on its occupant in exchange for his enjoyment of benefits and rights functional)²³. On the other hand, it is meant (a set of responsibilities and duties that require the appointment of an individual to work for the state to perform)²⁴. Some researchers have argued that the function has two main concepts the objective concept and the formal concept:

The job in the objective sense is a group of tasks and activities carried out by an employee specialized in the administration, in the interest of the public interest of the company or department in which he works²⁵. This definition shows the advantage and description of the activities carried out by the employee in the administration, and the main goal behind the practices²⁶. It means employees who perform an administrative function in state facilities, and these employees work for and on behalf of the administration²⁷. Or in other words, they are the people who do the work to serve the public utilities, and therefore it is based on the legal system that applies to these people,

²⁰ Abu al-Hasan Abdel-Mawgoud: Development and Human Rights a Social View, Modern University Office, Egypt, 2006, pp. 250-251

²¹ Khaled Khalil Al-Zaher: Administrative Law, a comparative study, Dar Al-Masirah, Amman, 1998, p. 112.

²² Aladdin Achi: Introduction to Administrative Law, 2nd edition, Dar Al-Huda, Algeria, 2010, p. 53

²³ Abdullah Rashid Al-Sunaidi: Principles of the Civil Service and its Applications in the Kingdom of Saudi Arabia, Library of Law and Economics, Riyadh, 2013, p. 97

²⁴ The same source, p. 201.

²⁵ Mohamed Al-Saleh Fenneesh: Summary of Lectures on Public Service Law, University of Algiers, Faculty of Law, Ben Aknoun, 2013, p. 11

²⁶ Ahmad Al-Abadi: The effect of training on the development of human resources in the public sector, a case study of the National School, Master Thesis, Faculty of Economic Sciences, University of Oran, 2013, p. 42

²⁷ Abdulaziz Al-Sayyed Al-Gohary: The public office, a comparative study with a focus on Algerian legislation, Algerian Publications Office, Algeria, 1995, p. 5

and this definition came to clarify the moral concept of the job, so that the advantage of the people who belong to this job with the legal character that governs all the practices and activities of these people Persons²⁸

The researcher defines the government job procedurally as: a set of specific duties and responsibilities that an employee performs on a permanent or temporary basis according to the terms of reference, tasks and objectives of the government department, in exchange for a specific salary.

The second topic

First: Iraqi youth orientation towards work:

The category of youth refers to a certain stage of a person's life, which follows the stage of adolescence, and this appears through the clear signs of psychological, biological and social maturity in a person²⁹. It is also a category with a distinct specificity, as it is distinguished from others by virtue of the nature of growth and the stage that the individual goes through and its repercussions on all aspects of the personality of young people, including physical, mental and psychological³⁰. Every stage that a person goes through carries many characteristics and advantages that distinguish him from others. The stage of youth contains many advantages and features that make it the most important stage in a person's life, because it is the stage of giving and vitality in which the individual reaches the peak of maturity. It is a stage characterized by certain social and psychological characteristics. Make it one of the most important stages in human life, and that there are characteristics of self-maturity and crystallization and the ability to make decisions and implementation and effective responses to various social stimuli, as well as the ability to criticize the social values that prevail in society³¹. This segment is characterized by the fact that it possesses high energy and a great need to vent it, and a desire for innovation and limiting exclusion, marginalization and exclusion³². The importance of this category lies in the fact that young people in relation to society represent a source of development and change. They usually talk about behavior and work through the new social values in society, which are adopted by young people. These values often enter into confrontation with what is prevalent in traditional values in society. Hence, youth is the source of cultural and social change in life as a whole³³. As choosing the type of work that they want to perform is considered one of the most

²⁸ Ahmed Al-Abadi: the previous source, p. 42

²⁹ Muhammad Ali Muhammad: Youth and Society, a theoretical and field study, the Egyptian General Book Organization, Alexandria, 1980, p. 11.

³⁰ Abdullah Ahmed Al-Thaifani: Arab Youth and Contemporary from an Intellectual and Educational Perspective, House of Wisdom, Baghdad, 2001, pg. 29.

³¹ School and Social Alienation: A Field Study of Secondary Education Students in the State of Kuwait, Educational Journal, Academic Publishing Council, Kuwait University, Volume Twelve, No. 46, 1998, pp. 35, 36.

³² Abdullah Ahmed Al-Dhaifani: previous source, p. 38.

³³ Muhammad Ali Muhammad: the previous source, p. 31.

important decisions that young people make in their lives, because such a decision depends on their position in society, through which they can achieve a degree of independence and have a financial resource of their own, that meets their daily needs And he improves all his conditions, and as we mentioned previously, everything that happens in the individual's surroundings and environment from his social and economic upbringing and others have an impact on his choices and decisions for the type of work, and there is no doubt that we must refer here to the multiplicity of work fields and the divergence of their demands, and that the person must choose what fits³⁴. Work is characterized by the abundance and ramifications of the types that fall within the framework of the social division of labor, where there are free businesses that are practiced by the individuals themselves, which are not subject to control, supervision and guidance, and there are works that are called bureaucratic works that are practiced by individuals in large institutions in which employees work in exchange for certain salaries and wages. To direct, control and supervise, such types of work are what may determine the nature and quality of social strata in society, and they are the ones that classify businesses into multiple degrees that are important in drawing the structure of relations and production in service and production institutions³⁵. The problem of employment has become one of the most difficult challenges facing Iraq, which suffers from major problems in the labor market, as a result of the imbalance in the Iraqi economic structure, as the public sector has become the target and the only refuge for job seekers. The reason for this trend is due to several reasons, including the weak development of the private sector, And its inability to find new job opportunities, in addition to the weakness of the guarantee in it, unlike the public sector, and for these reasons and more, we notice that the demands are increasing towards obtaining job opportunities in the government sector, and due to the sagging number of workers in the public sector and its inability to absorb all job seekers, Unemployment has worsened in Iraq and affects all social groups, including youth and those with university and higher degrees as well, and has become a threat to social and political stability³⁶. The process of evaluating partnership and strengthening business ties between public and private sector institutions is a vital and necessary condition for implementing economic reform and political and social stability. Unemployment and the provision of job opportunities, as well as the dilemma of turning society into a consumer rather than a producer, and the problem of excessive youth orientation towards the public sector to obtain jobs with the aim of securing their future and stability, and the problem of weak investment³⁷. And according to the nature of social

³⁴ Syed Abdel Hamid Morsi: previous source, p. 61.

³⁵ Ihsan Muhammad al-Hassan: Economic Sociology, Higher Education Press, Baghdad, 1990, p. 77.

³⁶ Hussein Ahmed Al-Sarhan: Towards an effective employment policy in Iraq, a reading in employment policies, Markz Al-Bayan for Studies and Planning, Iraq, 2022, p. 5.

³⁷ Mahdi Hafez: Partnership between the public and private sectors in reforming the banking system and monetary policy, Al-Hiwar magazine, the Iraqi Center for Development and International Dialogue, the third year, the eleventh issue, July 2007, p. 62

and economic needs and problems, such as unemployment, population growth, employment and many other problems, a joint plan is needed between the public sector and the private sector together, and this means that it is necessary to change roles, method and concept, because the course of progress and modern economic developments require cooperation and commitment to the division of labor between the private and government sectors. Particularly in terms of investment in the form undertaken by the government and the tasks of investing in the development of human, material and knowledge infrastructure³⁸. Recently, the Iraqi Ministry of Planning announced, in a statement, that the number of employees in state institutions amounted to 3 million employees³⁹. They provide services to nearly 42 million citizens in Iraq, where the government apparatus has swelled during these recent years due to the tendency of governments to rely on economic centralization, and to absorb job seekers exclusively through state institutions, which were not productive, although most of the powers were doing this as a tool to gain popularity More than the burden of the state⁴⁰. And this matter exhausts the state's finances and the Iraqi economy in general, as the youth's desire for government jobs is a matter of great concern. Since 2004 until now, the public sector has constituted two-thirds of the Iraqi budget, and this puts great pressure on the government, which makes the economic fabric fragile in a country that is employed in the public sector 3.3 One million people, or about 37.9% of the labor force, which is one of the highest percentages in the world, as explained by Maha Kattaa, the Iraqi coordinator in Al-Momanga Global International⁴¹. The problem of employment and work in Iraq is more important and greater than the problem of unemployment. When the prevailing employment pattern is embodied in the non-productive nature of the Iraqi economy, and it is the obstacle to the real successful development process by focusing on creating fake job opportunities in the public government sector, this same pattern will work. It exacerbates and complicates the problem of unemployment among young people, and becomes the basis for the problem of unemployment, poverty and the backwardness of the country instead of being one of the basic solutions, and this is if it is not the only successful solution to this dilemma.

Second: Employment policies and youth orientation towards government jobs

As university graduates and the majority of young people believe that obtaining a government job is an acquired right for them, and this matter is not true, as it is the responsibility of the state towards young people to create job opportunities for them, and in the absence of job opportunities, it is obligated to provide livelihoods and health care,

³⁸ Salam Abd Ali, Mithal Abdullah Al-Azzawi: Social Policy in Iraq, the Controversy of the Welfare State and the Market Economy, Journal of Arts, No. 96, Baghdad, PT, p. 74.

³⁹ Republic of Iraq, Ministry of Planning, November 25, 2022. <https://mop.gov.iq/news/view/details?id=796>

⁴⁰ Sky News Arabia, Iraq's staff numbers, staggering numbers and budget drain, Baghdad, Friday, November 25, 2022. <https://www.skynewsarabia.com/business/1481009>

⁴¹ France Press, Iraq: Public sector jobs are the youth's dream and the state's nightmare, Al-Hurra, November 25, 2022. <https://www.alhurra.com/iraq/2022/10/02>

and it is certain that The state must create the best work environment in the private sector without discrimination between youth and between sectors. As the Iraqi culture left a division of occupations, some good and some bad, despite the fact that all work is useful and important, this is what made young people look for offices in which to spend their work without production and administrative work, and the majority headed towards the health and military sectors, and also this culture made officials trade in employment All they care about is selling the largest number of job grades to earn more money and influence. The government faces from time to time demonstrations of young people demanding their appointment in institutions that are about to explode due to the large number of its surplus employees, and because of them, the government is forced to sell oil and distribute its revenues among them in the form of salaries, and when oil revenues decline, it is forced to resort to borrowing billions to spend it as salaries for employees, the majority of whom are surplus to need. institutions. On the other hand, universities graduate thousands of graduates who cannot find a government job and cannot be afforded by the private sector. Poor planning and management and years of failure left their effects on a reality where corruption spreads its arms at all its joints. The government did not contribute to restoring life to the private industrial sector, which in turn attracts millions of manpower, and did not pay attention to the importance of adapting laws to include workers in the private sector with protection guarantees, equating them with state employees in various dealings, providing job opportunities for graduates and facilitating loans, on the contrary. It was quicker than that to hinder investors and try to exploit them and not support industrial investments and large projects that provide great job opportunities for young people. Where there is a culture of dependence and hesitation among young people on the job, young people see the employee as enjoying a stable life and having privileges in loans and housing that the worker in the private sector does not get, and that government policies, unfortunately, have perpetuated this culture by neglecting the private sector and diverting oil revenues into money donated The government is divided into a segment that the state is concerned with, called employees. Which leads us to ask: What happens if oil revenues are cut off? This is what makes the oil wealth that the state possesses one of the most dangerous factors for society, youth, employment policies, and the future of Iraq's economy and politics... Here we return to the main research problem that youth orientation towards government jobs is a problem that deserves attention by researchers and specialists in this aspect.

The third topic / methodological procedures for research

First: research methodology

The current research relied on the social survey approach, during the field observation of the research community from the youth of the city of Diwaniyah, as the researcher found

that the approach appropriate to the nature of the field study for this research is the social survey approach, and by means of it the objectives of the research can be achieved and facts and objective information collected about youth, work and employment can be achieved. Sample survey researcher.

Second: the research sample

In an attempt to obtain more accurate data related to the topic of the current research, which deals with a phenomenon related to the social and political aspect, namely (employment policies and youth orientations towards government jobs in Iraq), it was necessary to select a simple random sample of young people from the city of Diwaniyah, from different regions of the center and with varying educational levels And ages (18-32).

Third: the tools used and statistical methods

In this research, the questionnaire tool was used, which is concerned with a set of questions that are photographed on the subject of the study, and then the questionnaire was distributed to the respondents and collected later. Questions for the subject studied, with their reference to some observations, which the researcher has worked to change under the guidance of the supervising professor.

As for the statistical method used, the spss program was adopted after collecting the data, and it was dispersed according to this program. It included statistical methods such as percentage, standard deviation, and arithmetic mean.

The fourth topic / results and discussion

Table (1) shows the distribution of sample units by gender

sex	frequency	%
Male	160	80%
females	40	20%
Total	200	100%

Table (1) shows the sexual distribution of the research sample. It is clear from this that males constitute (80%), while females constitute (20%) of the research sample consisting of (200). We infer from the foregoing that most of the research sample are males, and this does not indicate the small number of females in the community, but rather the researcher's inability to access the questionnaire form to the places where women can be present, as the method of distributing the forms was in public places (markets, parks, and places , entertainment, and the largest share of the distribution was in the cafes), as the presence of males in these places was the majority

.Table (2) shows the distribution of sample units according to age

Age	Frequency	%	Mean	Standard Deviation
18-20	12	6%	3.9	1.15
21-23	18	9%		
24-26	18	9%		
27-29	82	41%		
30-32	70	35%		
Total	200	100%		

It is clear from Table (2) that the age distribution of individuals included five categories, with a rate of (41%) for the age group (27-29), followed by (35%) for the age group (30-32 years), and then came with (9%) for the age groups (21-23 years) and (24-26 years), and then the age group (18-20 years) by (6%). We infer from this that the highest percentage of respondents are those between the ages of (27-29 years), followed by the category (30-32 years), and this category, in turn, represents the peak and most important workforce in society compared to the rest of the age groups. Add to that the relationship between the inflation of this category in Iraqi society and the employment policies followed and the consequences of this relationship on the social, economic and political conditions.

Table (3) shows the distribution of youth by type of work

type of employment	Repetition	%
Permanent government employee	50	26%
Contract government employee	30	16%
A government employee with a daily wage	22	11%
Free profession in the private sector	70	37%
An employee and I have my own business out of the job	16	8%
Contract employee and I have my own business out of the job	4	2%
the total	192	100%

Table (3) shows the type of work, and it was distributed into (6) fields. The first field was a free profession in the private sector with a rate of (35%), while the field of permanent government employee got a percentage of (25%), followed by the field of government

employee with a contract. With a rate of (15%), while the field of the government employee with a daily wage got a rate of (11%), and the field of the employee who has a private work outside the job got a percentage of (8%), and in the last place the field of an employee with a contract and I have my own work outside the job got a percentage. (2%). But the job in general with all its details (permanent or contract) constitutes (50%) of the respondents who work. The researcher concludes from this that there are stages for the government job represented in the contract, as well as the contract stages until it reaches the permanent staffing, and this is what some competent authorities exploited in financial corruption, and the job grade became sold more than once, and on the other hand it was exploited to obtain greater influence, and in that direction Gradually intended for young people by employment policies. Employment, or rather appointment to a government job, has become the government bait to obtain the votes and loyalty of young people during the election process, and this gradualness pushes young people to demonstrate and protest at every stage of the contract to obtain confirmation. This reinforces the idea of moving towards government employment for subsequent generations, and on the other hand negatively affects political, social and economic stability.

Table (4) shows the hierarchical order of the most important societal obstacles to the employment policy

Obstacles	Repetition	Ordinal sequence
Financial and administrative corruption	164	1
Political and partisan interventions	122	2
Confused economic conditions	60	3
Unstable security situation	50	4
the total	396	

Table (4) shows the societal obstacles to the employment policy, and they were distributed in about (4) areas, the field of financial and administrative corruption ranked first, while the field of political and partisan interventions ranked second, while the field of confusing economic conditions ranked third, and finally The field of unstable security conditions ranked fourth. We note that financial and administrative corruption is one of the most important obstacles facing employment policies, as it prevents investment, as each party tries to benefit as much as possible from project funds, as it does not sign acceptance except with a certain share, and it has become axiomatic for officials to take project funds and flee Outside the country, and we prepare to show that without projects, how is it possible to employ the largest possible number of young people, and we also

prove that buying and selling job grades is evidence of corruption, as well as stealing state funds and distributing them inappropriately, that is, not spending them on developing the country's economy and developing the private sector and the industrial sector Agriculture, and because of corruption, all aspects of life have failed, and among the important obstacles also are the political and partisan interventions that are against national policies and whose aim is to serve their own interests, even if they conflict with national interests, and among the national interests that are affected by interventions are youth employment policies, so no one He gives them any importance, and for example, you find that it is not in the interest of these parties or parties to have a local national product from which the national economy can benefit And the worst thing that the Iraqi society is going through is that these foreign products are spent at much more expensive prices than local products, and with a much lower quality than the quality of the products of our local companies, and this is another research, but all this affects the operating policies. Corruption and miserable political interventions have made the economic conditions that the country is currently living in confused due to its dependence on other countries and the failure to achieve its self-sufficiency, which makes it more vulnerable to economic crises, and then results in a state of turmoil and unstable security conditions in society, which leads society to distrust Governments and to rise up against their change, and unless all these conditions are stabilized, employment policies will not be able to achieve national development goals that would take care of youth and the advancement of society.

Table (5) shows the percentage of employment policies directed towards achieving national development goals

the answer	Repetition	%	Mean	standard deviation
Yes	38	19%	1.81	0.39
no	162	81%		
the total	200	100%		

Table (5) shows the distribution of the orientation of employment policies towards achieving national development goals, and the non-orientation of employment policies towards achieving national development goals reached a rate of (81%), and their orientation towards achieving national development goals reached a rate of (19%). We conclude from this that the employment policies used at the present time are not directed towards national development, because national development cannot be achieved by neglecting the youth group, especially in terms of providing productive job opportunities. With and back down with the state.

Table (6) shows the hierarchical order to describe the policies adopted by the government for youth employment

the reason	Repetition	Ordinal sequence
Ineffective employment policies that cannot provide job opportunities for young people	152	1
Employment policies are ineffective, as they provide job opportunities, but they are few	34	2
Effective employment policies that absorb young people in the labor market	14	3
the total	200	

Goal (6) explains the description of the policies followed by the government for youth employment, and they were distributed in about (3) fields. The field of ineffective employment policies that cannot provide job opportunities for young people ranked first, while the field of employment policies lacked effectiveness, as they provide job opportunities, but they are Few ranked second, while the field of effective employment policies that absorb young people in the labor market ranked third. We conclude from this that the employment policies followed in the Iraqi society are ineffective and unable to provide job opportunities for young people in a regular way, and this is consistent with the inability of the labor market to absorb the workforce. This is due to the ineffectiveness of employment policies. Young people, as well as unplanned production to return to the community. On the other hand, the job opportunities provided by the state include the public sector represented by government jobs, not companies or investment projects, and do not include the private sector. Few see employment policies as effective.

Table (7) shows that the rentier economy is the reason why young people tend to go to government jobs

the answer	Repetition	%	Mean	standard deviation
Yes	170	85%	1.15	0.35
no	30	15%		
the total	200	100%		

Table (7) shows the opinions of the research sample individuals that the rentier economy is the main reason for the orientation of young people towards government jobs, and it has happened by (85%) that the rentier economy is the reason for the orientation of young people towards government jobs, and by (15%) who answered in the negative as a reason

for youth orientation. We conclude from this that the rentier economy (i.e. dependence on oil as a major economic resource) is the reason for the youth's orientation towards government jobs and their dependence on the state alone in obtaining their direct livelihood, and the reason for making the Iraqi state a dependent state that depends on selling oil and distributing it as salaries for employees. The government was satisfied with this matter and did not seek to provide economic alternatives and diversify sources of income so as not to be exposed to crises in the event that (its only resource) suffers a defect, especially since it does not control its prices, as the rentier countries (mainly the Gulf countries) work to diversify their income by relying on more From a source for the economy to be able to face crises with more than one alternative. Add to this the pressure of officials to obtain their personal interests without paying attention to the public interest in light of rampant corruption, and on the other hand, the rentier economy strengthens the influence of governments and their control over positions, and then reinforces the culture of dependency, which prevents them from thinking about production, investment, establishing companies, and strengthening and supporting industry and agriculture Local, they dispense with all this and find oil is the quickest and easiest solution to get money.

Table (8) shows the hierarchical sequence of the results of the rentier economy

The result	Repetition	Ordinal sequence
Encourages a culture of dependency	116	1
Develop a culture of corruption	98	2
It strengthens the state's dominance over the economy	42	3
It hinders the growth of the private sector	40	4
the total	296	

Table (8) shows the results of the rentier economy, and it was divided into four results or options. The result (encourages a culture of dependence) ranked first, while the result (it develops a culture of corruption) ranked second, while the result (strengthening state dominance over economy) ranked third, and came fourth as a result of (impeding the growth of the private sector). We conclude from this that the rentier economy encourages a culture of dependence in the state and makes it dependent on oil only and nothing else, and does not depend on a multi-source economic system, and this in turn is reflected in the joints of the state because all its institutions cannot be independent by themselves, but rather depend on the state and the individual citizen to obtain On its income, while the institutions of some countries may be the ones who finance their government and

individuals with money, while the opposite happens in the Iraqi state, as it is the only source that dominates the possession and distribution of money, in addition to that the single resource confined to the hand of a few ruling group develops a culture of corruption, and usually What can be seen is the wealth of Iraqi officials after a period of their assuming government positions, and on this basis the government position became sold and bought, because it is a field for private gain and not for achieving public benefit and serving the country because of the one resource that the state did not keep economic resources other than it in order to remain the sole controller and dominant over the economy There is no production, manufacturing, agriculture, or major companies that generate money and distribute economic resources, and this dependence, corruption and domination reflects negatively on employment policies, as it is the tool through which they promote youth orientation towards government jobs and neglect the private sector, which in turn has turned into a consumer sector that transfers the salaries of government jobs. To goods imported from abroad that do not need local companies or manpower.

The fifth topic / Conclusions and recommendations

First: conclusions

- 1- Employment is not directed towards achieving national development goals. And he suffers from shortcomings because employment is not carried out through formal means that guarantee the rights of young people. Rather, there are sub-allegations that impede the process of employing youth in an official, national and purposeful manner. And that the employment process suffers from a deficiency in assimilating graduates and absorbing the workforce, due to the widespread corruption in it represented in trading in job grades, the absence of planning in it, the lack of competencies and experts, and the imbalance between the two sectors.
- 2- The prevailing conditions have a negative impact on employment represented by the confused economic conditions and unstable security conditions, in addition to that financial corruption and political and partisan interference are among the important obstacles to employment.
- 3- The most important findings of the research is that the vast majority of young people prefer the government job and very few prefer the private sector, and this confirms the validity of the research hypothesis, and that young people, despite their work in the private sector, consider themselves unemployed without obtaining a job. government.
- 4- The rentier economy was a reason for young people's orientation towards government jobs, and one of its results is that it reinforces the culture of dependency, develops corruption in the government, strengthens the state's domination of the economy and hinders the growth of the private sector.

Second: Recommendations

1- The need for the state to pay attention to investment and to enhance national production and industrialization for each of a industry and agriculture, and try to reduce dependence on consumption and limit it to the necessary resources. This, in turn, increases the offer of job opportunities for young people.

2- The necessity of paying attention to the employment process, making it more clear, directing it towards achieving national goals, and addressing its shortcomings and inability to provide job opportunities for young people. Also, it is necessary for there to be a balance between employment in the private sector and employment in the public sector. On the other hand, the state must take care of the private sector and not neglect it in order to address the issue of its impotence and alienation of young people from it and direct them towards government jobs.

3- The necessity of combating subaltern loyalties and the administrative and financial corruption that permeates the employment process, and combating selling and trading in job grades, and establishing official national methods for employing young people in a way that guarantees the rights of all. The elimination of corruption also leads to attracting investors to open projects in the Iraqi arena, in addition to that the improvement of the political situation is beneficial to work and employment and to society in general.

4- It is very necessary not to depend on the rentier economy, and to work on diversifying the sources of the state's income, which limits this to the state's dominance over the economy and the corruption's clamor for positions, and among the things that it is necessary to get rid of is the prevailing culture of dependency in the state, and to reconsider industry and agriculture trade and other sources in order to participate in the national economic income. This also allows for employment policies to provide more job opportunities for young people, and the possibility of distributing them to the private and public sectors, which reduces the pressure of employees on the shoulders of the state budget.

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