

## Women's Role in the Iraqi Economy Between Reality and Ambition

***Atheer Abdullah ALeiwi***

*Lecturer at Imam Al-Kadhum College (peace be upon him) departments of Dhi Qar / Department of Banking and Financial Sciences*

**Abstract:** The current research has dealt with a topic of local and global interest, which is reflected in the economic literature related to the obstacles and challenges of women in society. The role of Iraqi women is one of the topics that are still subject to research and discussion in order for women to take their chance and their right in their society, especially in light of the recent changes that occur in the social structure of Iraqi society. The research sheds light on the broad societal role that plays a large positive or negative role in the role of women in Iraqi society and the practical importance, as the study concluded that there is a weak role for women in participation, which is not commensurate with the size of women in society, and the large gap between the participation rate of men At work, compared to women's participation, it raises concern that the role of women is still below the required level.

And there is no change in the foreseeable future, with reasons that hinder women's work, not only represented by traditions and societal norms, but also reasons due to the nature of women's physical structure, which hinders their participation in work for some economic sectors such as the heavy industries sector, despite the presence of women's legacy in Mesopotamia as a participant in economic activity, but in our time there are challenges and obstacles that have led to a decrease in the rate of women's participation in the labor force, especially after the events that Iraq experienced after 2003, and the events of ISIS, despite the women's ability to compete with men with economic support for the family.

**Keywords:** Economy, Reality.

### Research problem:

Discrimination against women is an issue in our Arab society, a problem that threatens our national, economic, social and political security, and this discrimination appears in the lack of social, economic and political empowerment of women. And this issue of disempowerment is an issue of predominant social trends, and is derived from (the customs, traditions and values prevailing in the society that) still constitute cultural legacies that have a great impact in this field, including those that belong to the woman herself. It cannot match or surpass the man in any field.

The problem of the current research can be formulated in the following questions:

1. What are the most important obstacles that Iraqi women face in order to serve and develop their society economically?

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2. Do these obstacles that hinder women in serving and developing their society differ according to their gender?

### Research importance:

The importance of the current research emerges from addressing a topic of local and global interest, which is reflected in the economic literature related to the obstacles and challenges of women in society. The role of Iraqi women is one of the topics that are still subject to research and discussion in order for women to take their chance and their right in their society, especially in light of the recent changes that occur in the social structure of Iraqi society. The research sheds light on the broad societal role that plays a major role, positively or negatively, in the role of women in Iraqi society, and the practical importance. Changing the status of Iraqi women for the better within their society. The results of this research may draw attention to the fact that the male preference in Iraqi society still exists.

### Research Hypothesis:

The research stems from a main hypothesis that there is an effective role for the role of women in the economic sectors of the Iraqi economy

### Research aim:

This research describes the (economic) challenges faced by women in the Iraqi economy, and the job opportunities for women in the Iraqi economy, with the aim of shedding light on these issues and providing recommendations aimed at improving the participation of women in the Iraqi economy. The aim of the research is to address the wide gaps in local and regional information about women's participation in the Iraqi economy and to identify possible areas to raise women's participation. The specific objectives include: supporting the Iraqi government in expanding the private sector by having more women in the workforce, researching the daily experiences of Iraqi women regarding their participation in the Iraqi economy, understanding the factors that hinder or encourage women's participation in the private sector, and highlighting On the work of civil society organizations and non-governmental organizations involved in women's economic empowerment issues, and researching the strengths, successes, weaknesses and failures of many of the various interventions aimed at achieving women's economic empowerment implemented by Iraqi civil society organizations.

### Research Methodology:

The research methodology was divided into two sections, the first being the theoretical framework, which relied on the history of women since ancient times and Islamic civilization, and then the research relied on analyzing the reality of Iraqi women and their role in the Iraqi economy.

1- The first topic: Women in Iraqi civilizations.

2- The second topic: the economic participation of Iraqi women.

Findings and recommendations.

### Introduction: -

Women have social and biological characteristics that qualify them to perform some jobs and specialize in some areas in which they produce and play an effective role. Therefore, women's employment is very important for improving production and accelerating the pace of economic, social and cultural growth, and women's participation in the national economy and their entry into the labor market, especially in Iraq. A lot of good and economic and social prosperity for our societies inside Iraq and the Arab countries, and experts in the economy point out that the increased participation of women in society and their

involvement in the labor market has been the main force for growth during the past two decades, and they confirm that the contribution of women to the growth of global GDP exceeds what is achieved by technological innovations According to the indicators of the new economic giants such as China and India.

If the value of women's work in the home and childcare is added, their total contribution to the global GDP will exceed half, and it is clear that the degree of women's contribution to national development is directly proportional to the progress of women in the country concerned in terms of education, freedom, equality and gender parity And job opportunities and the availability of access to health care, there is no doubt that the role of women in Iraq at the current stage has greatly regressed from what it was in the past, and some may be surprised when they see that Iraqi society has become more open and interactive with the world, especially after the means have become Modern technology is within everyone's reach.

This openness has left the entire society facing huge challenges. Despite the expansion of individual freedoms and the disintegration of many traditional customs and behavioral patterns that were besieging, isolating and marginalizing women, realistic indicators say that the role of women has declined socially, culturally and economically within its deteriorating surroundings after a long series of wars and crises. that Iraq was subjected to, and the absence of cultural and social contexts and traditions that used to place women alongside men in social awareness and a sense of responsibility and contribution to the civilizational and economic transformation.

Iraqi women are trying to gather their strength after years of wars and economic sanctions, but the current security situation, the legal framework, economic marginalization, the damages inflicted on the education sector, the increase in women's illiteracy, and the increase in the level of illiteracy impose a heavy burden on women. Political will in women's issues, and the restriction of freedom of expression within Iraqi society.

## Chapter one: Women in Iraqi Civilizations

### First: The ancient Iraqi civilization and women in the economy: -

The ancient Iraqi woman had a major role in the establishment of the ancient Iraqi civilization" in Mesopotamia. The discovery of agriculture, which is the beginning of all civilizations, was made by the first Iraqi woman in "the northern plains of Iraq. Because of the availability of wild species of barley and some other crops, sheep and goats in nature, these The economic renaissance more than ten thousand years ago. The Iraqi woman was the reason for the launch of this first economic boom. In the Stone Age, the man used to live in caves with his family until the weather improved. He went out with his family to the open. She takes care of them, waiting for the man to come from hunting to prepare food.

While she was in the open, she watched the growth of some types of crops, when the grains of these crops fell and she and her children picked them up, and sometimes she mixed those grains with water and distorted them as a kind of food for her and her family. She and her entire family settled next to these seeds, and other families gathered near each other in this place and the "old Iraqi civilization" was based on agriculture, and thus the role of women in the national economy "in ancient Iraq" appeared. The ancient Iraqi civilization, and women continued in their position, and thus it became clear to us that women had a role in all aspects of life, especially in the economic aspect, and this proves that women have a great contribution to the establishment of civilizations, and that their presence is an essential support and an important reason for the renaissance, not a reason for delay or Failure, as it is neither dependent on

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society nor subservient to man, but rather an independent being by itself that can participate with full force in the renaissance and progress of peoples and societies (<sup>1</sup>).

In the “Sumerian” era, the woman participated in the man’s administration and rule of the city, and she also occupied various professions, as she was a writer, doctor and teacher in schools, as she was the owner of a tavern, i.e. in our contemporary language, a business woman with her own project, and she was also able to reach the rule of the country (<sup>2</sup>).

### **Second: Women in the Islamic Economy: -**

Women in the Islamic Economy Contemporary reality does not indicate a real indication of the role of women in the perspective of Islamic economics, because the provisions that were imposed on women in our reality today have been dominated by inherited traditions and isolated concepts alien to Islam. He limited the care of her economic and social rights, but rather went beyond that to taking care of her delicate feelings, so he warned against infringing them.. Islamic economics has given women their full economic capacity and recognition of their economic rationality, and restricting it, as it restricts the maturity of men, recognizes the priorities of the purposes and provisions of Sharia, and it has involved them in economic development. comprehensive, either directly by involving her in the production process as a human element or as an owner of capital.. Islam has focused on the necessity of involving women in the development process through the Family Development Foundation that produces human resources and supports them, so that they can participate in their maximum activities when they are allocated in the profession that was created to her. Islam was not satisfied with that, but included it in the system of social solidarity through binding and voluntary legislation, through which it could participate in development through this system (<sup>3</sup>).

As for economic justice, it guaranteed it for her through the various economic distribution criteria, giving her a share of the Islamic income that guarantees her sufficiency, whether she participates in the production process or not, and these criteria have also guaranteed the woman her share of the society’s wealth, which she possesses as a legitimate right that she has the freedom to dispose of. Without interference from any party, through her inherited right and others, although Islam created economic and social rights for women in terms of ownership and the practice of buying and selling, but these rights remained partly theoretical due to the dominance of social concepts and traditions (<sup>4</sup>).

### **Third: Women.. the labor sector**

The United Nations development programs (the Arab Human Development Report) indicate that Arab countries suffer from a remarkable lack of women's empowerment<sup>5</sup>. Women tend to work in the government sector, compared to men, and their entry to the labor market in this sector was (74.9), and women's tendency to work in small income-generating projects or private businesses outside the scope of government employment played a role in making their participation rate in the private sector (21.3), which is the second highest percentage Compared to the rest of their low participation rates in the rest of the sectors, while we note that men tend to work more in the private sector compared to their participation in

<sup>1</sup> Amina Ali, Women in the National Economy, a key partner and supporter in the Arab world, article published on (<https://promediaz.com/>), 2020

<sup>2</sup> - Taha Baqir, The Gilgamesh Epic, Al-Jumhuriya Press, second edition, 1971, Baghdad, p. 113

<sup>3</sup> Literacy of Arab Women, Problems and Solutions, Adult Education Center, Ain Shams University, first edition, Egypt, 2002, p. 721.

<sup>4</sup> Phd. Thana’ Muhammad Al-Hafiz, Women in the Islamic Economy, first edition, 2011, p. 16.

<sup>5</sup> Noha Al-Qaterhi, Women in the United Nations System, University Foundation for Studies, Publishing and Distribution, first edition, Beirut, Lebanon, 2006, p. 682.

work in the government or public sector (61.0), as it is noted from Figure No. (1) that there is a different trend between the percentages of the distribution of workers between males and females according to The three business sectors (<sup>6</sup>).

**Figure No. (1)**

**Work sector by gender**

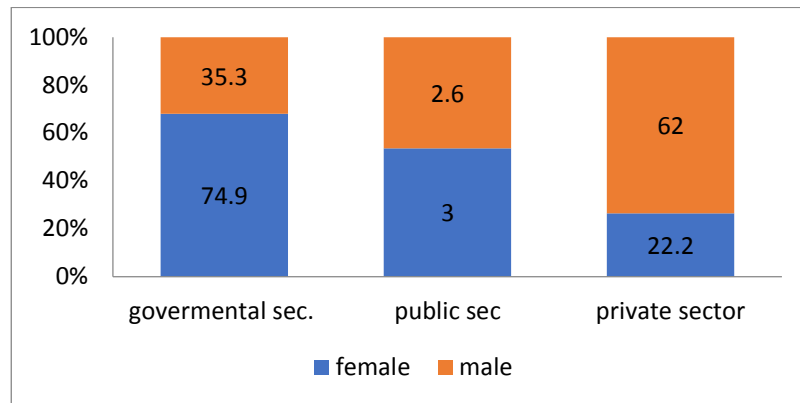


Figure prepared by the researcher based on: Central Statistics Authority data, 2016

**Table No. (1). Percentage of women's participation in work by environment**

Expenditure level (deciles)	Urban		countryside		Total	
	female	Male	female	Male	female	Male
the poorest	0.03	0.97	0.15	0.85	0.10	0.90
2	0.06	0.94	0.16	0.84	0.10	0.90
3	0.05	0.95	0.16	0.84	0.10	0.90
4	0.07	0.93	0.18	0.82	0.11	0.89
5	0.10	0.90	0.17	0.83	0.12	0.88
6	0.10	0.90	0.16	0.84	0.12	0.88
7	0.12	0.88	0.17	0.83	0.13	0.87
8	0.13	0.87	0.15	0.85	0.13	0.87
9	0.18	0.82	0.19	0.81	0.18	0.82
The richest	0.26	0.74	0.21	0.79	0.25	0.75
Total	0.13	0.87	0.17	0.83	0.14	0.86

The table was prepared by the researcher based on data: the Ministry of Planning, the Central Bureau of Statistics, 2016 report.

## Chapter two : Iraqi women economic participation

In Iraq, after the US occupation in 2003, the labor market witnessed a significant decline for women, with a participation rate of 13%. This may be due to the large unemployment as a result of the occupation and the destruction of the state's infrastructure and other facilities, and the disappearance of entire facilities in the service sector due to looting and destruction, and the suspension of the Iraqi economy in many cases. Accompaniment according to a deliberate policy to stop these facilities from working and for the purpose

<sup>6</sup> Iraqi Ministry of Planning, Central Statistical Organization, Annual Report, 2016.



of selling them according to the slogan of privatizing the public sector, in addition to the rampant violence in the country due to military operations and acts of terrorism and gangs has a significant and clear impact on the deterioration of the labor market for Iraqi women, as the percentage of families headed by women in Iraq is 11% of the total families registered in the living conditions survey study, and of those families, 73% are headed by widows (<sup>7</sup>). The results of the Comprehensive Analysis of Household Food Security and Vulnerability Survey in Iraq for the year 2016 showed that the rate of economic activity is slightly higher than it was in 2014, according to the results of the 2014 Iraq Household Social and Economic Survey, and we note its increase among women in rural areas from (12 percent to 13.8% between the two years of 2014 and 2016 (<sup>8</sup>). As shown in the following figure.

Region	2014						2016					
	Unemployment rate			Economic Activity Rate			Unemployment rate			Economic Activity Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Urban	8.9	24.8	11.5	72.0	14.1	43.0	8.8	24.6	11.5	71.9	14.8	43.1
Countryside	7.3	12.7	8.1	73.7	12.0	41.9	7.7	14.3	8.8	72.5	13.8	43.3
Total	8.4	21.9	10.6	72.4	13.5	42.7	8.5	22.2	10.8	72.1	14.5	43.2

Reference : Ministry of Planning, Central Statistical Organization, Department of Human Development Statistics.

### First: The challenges and obstacles facing women to participate in the Iraqi economy: -

#### 1- The traditional division of labour.

Despite the relatively strong female labor force participation in the 1960s and 1970s, there are still certain traditional elements in Iraqi society that maintain the assumption that women work at home and men work outside the home, which affected the participation rates of Iraqi women in the economy, and as a result, Iraqi women lost In general, the opportunities gained in the 1960s, 1970s, and 1980s, this assumption has been partially reinforced by some laws - and their interpretations -. For example, Iraqi income tax laws offer additional deductions to a married man, assuming he is the head of the household. With the exception of widows and divorcees, Iraqi women do not receive such deductions, while the unified labor law gives women the advantage of obtaining maternity and breastfeeding leave during working hours, it also prohibits women from working in the evening, working overtime when they are pregnant, and not assigning tasks dangerous to them, as employers in the private sector discriminate against women or do not hire female employees because of women's responsibilities to take care of their families and children, and these laws, interpretations and practices not only lead to inequality between women and men, but also prevent women from working at night, as it is The situation in sectors that require hard work, or work in the police forces.

The sectors in which women's work is most accepted is the education sector, where the motives of women's employment practices are sometimes unclear, and in some cases can indicate bias against women, for example, in Najaf governorate, the proportion of female teachers is much greater than the proportion of male teachers In both primary and secondary schools, however, the Department of Education in Najaf appointed more teachers in one year, and announced that the percentage of women is

<sup>7</sup> Prof. Hussein Aliwi Nasser Al-Ziyadi, The Reality of Arab Women with Special Reference to Iraq, A Study of Indicators and Challenges, The Arab Journal of Literature and Human Studies, Dhi Qar University, Volume IV, Issue (13), May 2020, pp. 211,212.

<sup>8</sup> Ministry of Planning, Central Statistical Organization, Human Development Statistics Department, Sustainable Development Towards Better Empowerment, 2017, p. 19.

high and the reason for this is that the percentage of women is greater, it may be just an attempt to recruit qualified men in the province in order to achieve a balance. This could also be a conscious effort to reduce the proportion of female teachers compared to male teachers, however, a very small percentage of female teachers may have other effects for girls whose parents do not allow teachers to teach them. This, in turn, can hinder girls' access to education.<sup>(9)</sup>

## 2- Lack of educational opportunities:

In the 1960s and 1970s, Iraqi women were among the most educated women in the region, and were more active in the economic field. However, women's social and economic progress slowed in the years leading up to the 1980-1988 Iraq-Iran war, when Iraq cut 23% of spending. The general focus on health and education in favor of defense made Iraq lag behind the neighboring Arab countries in the field of education, and this can be seen in the decline in educational levels among the older generations of Iraqis, for both men and women, and the social and economic conditions in Iraq deteriorated more rapidly after the economic sanctions that Imposed by the United Nations Security Council in 1990, the decline increased even after the fall of the Baath regime in 2003. Food insecurity and unemployment increased. At the time of the war, women bore the brunt of the continuing decline in spending on education in terms of literacy, education, and employment.

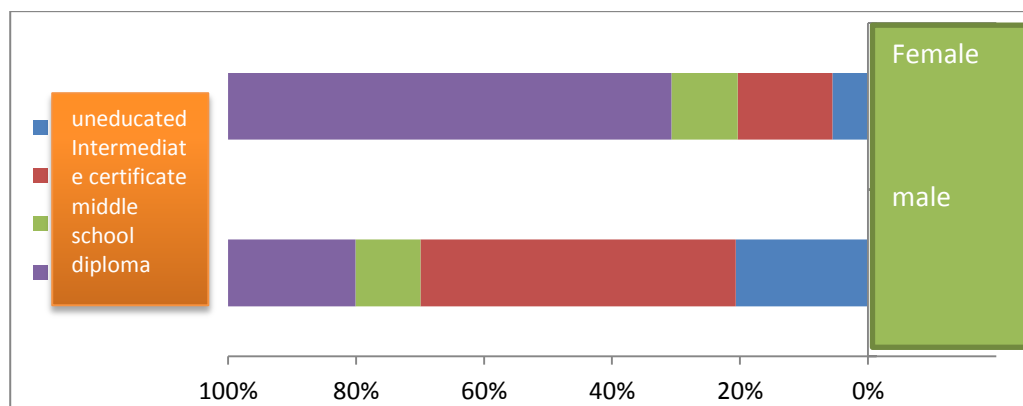
Currently, the illiteracy rate among Iraqi women is twice that of men, illiteracy and the impact of illiteracy or a limited educational level can be seen in all aspects of women's life. Low educational level among women is associated with difficulties in obtaining professional medical care during childbirth, ignorance of health issues, increased likelihood of early marriage, especially low and high participation in the labor force, and women did not begin to reach parity with men in unemployment, employment rate, and participation. In the labor force, and wages only after obtaining a diploma from a university or college, and despite the relatively high educational, social and economic status of Iraqi women in the sixties and seventies, certain factors contributed to the large educational gap between the sexes in Iraq. In many cases, especially in rural areas, where schools are not close to housing, for girls or boys. There are also a limited number of schools for girls, another factor being the traditional preference for educating boys over girls. In single-parent families or female-headed households, children - especially girls - often ask to stay at home and work for the family. Despite the compulsory primary education law, families may stop sending girls to school because they need their daughters, expect their daughters to work at home, and moreover assume that their daughters will not be the primary earners. This practice is particularly common in rural areas where women are less likely to attend school and are needed at home to work on farms (<sup>10</sup>). Figure No. (2) shows the percentage of Iraqi women's participation in work by education, and Figure No. (3) for women outside the labor force (<sup>11</sup>).

<sup>9</sup> Economic Empowerment of Women Integration of Women in the Iraqi Economy, United Nations Report, 2012, p. 8

<sup>10</sup> Ministry of Planning, "National Development Plan for the Years 2010-2014", Baghdad 2010, data from 2006-2007

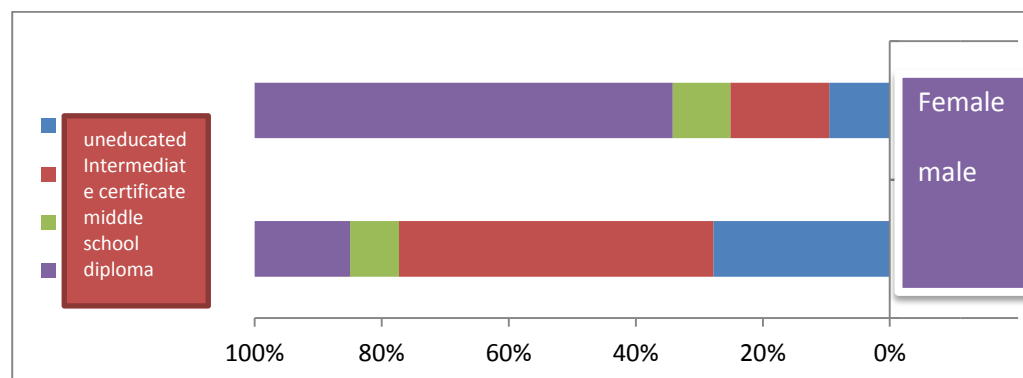
<sup>11</sup> Ministry of Planning, Central Statistical Organization, Report, 2016.

**Figure No. (2). Women's Participation Rate by Education**



**Relying on: Ministry of Planning data, Central Bureau of Statistics, 2016.**

**Figure No. (3). Outside the labor force by education level and gender**



**Relying on: Ministry of Planning data, Central Bureau of Statistics, 2016.**

Consultations conducted by the United Nations Assistance Mission for Iraq (UNAMI) and the Office of the United Nations High Commissioner for Human Rights (OHCHR) revealed that girls' access to education was directly affected by their fathers' limited access to education. Families with more opportunities to receive formal education are more likely to prioritize their girls' education. In areas that have suffered from a long-term under-delivery of services and people do not have adequate schooling - such as rural villages - the education of girls on this basis is disproportionately affected.

Interviewees explained to UNAMI and the Office of the United Nations High Commissioner for Human Rights that with fewer educated girls in conservative rural areas, fewer women are qualified to work as teachers. This has led to the continuation of the cycle of deprivation of educational services, and as a result, the quality of education in these areas has decreased <sup>(12)</sup>.

### 3- The gap between the public sector and the private sector:-

One of the problems that women face is the lack of health or social security as it exists in the public sector, and no risk allowances are granted if their work is dangerous or harmful to them, and this makes

<sup>12</sup> Report of the United Nations Assistance Mission for Iraq, Obstacles to Girls' Education, Office of the United Nations High Commissioner for Human Rights, 2021 Baghdad, Iraq, p. 10.

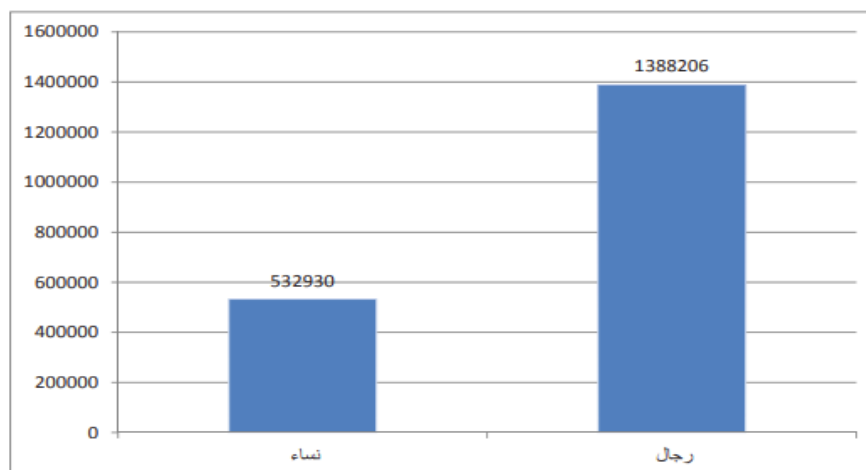


them like a machine when it stops, its work ends without any compensation or reward, and the work In other than the specialty that women are good at, where we notice in private companies and laboratories that women work in other than their specialization, in order to obtain a salary, and this is also considered a problem because they lack the pleasure of specialization and work on what is required of them without any distinction or creativity, and they do not obtain She has advantages as in the public sector, such as travel grants or promotion for the purpose of increasing the salary. In the private sector, she cannot obtain maternity leave. There are female workers who did not receive more than ten days from the employer after (birth), and this is considered not good for her health and the health of her child. And the employer has the right to terminate her services whenever he wants, without any protection or law that gives her the right to be compensated for the years in which she exerted a great effort at work (<sup>13</sup>).

The percentage of Iraqi women working in the government sector has increased compared to the private sector, reaching 59.6% for the first and 39.3% for the second in 2011. Contrary to what is the case for men, it reached 36.3% for the public sector compared to 62.2% for the private sector for the same year. Returning the reason to two aspects, the first is women's preference for the government sector, since working conditions in this sector are usually more suitable for the conditions of Iraqi women, especially in terms of working hours and vacations granted to women, as well as what the government sector provides of job security and social security, contrary to what it requires Working in the private sector is a time commitment that may conflict with a woman's family obligations, and the lack of job stability or a pension that secures her financial future when she gets old, as it is noted from the data of the division of wage workers according to the privileges available at work such as financing retirement or granting paid annual leave The highest rate recorded for women is in the government sector within the privilege of financing retirement, which reached 94%, followed by the privilege of granting paid maternity leave 92%, compared to approximately 14% for each of the two privileges in the private sector (<sup>14</sup>).

**Figure No. (4)**

**Percentage of men and women in the public sector (government) for the year 2015.**



Source: Ministry of Planning, Human Development Statistics Department, the reality of social growth in state institutions in Iraq, 2018.

<sup>13</sup> Marwa Hassan Al-Jubouri, Women's Work in the Private Sector between Need and Challenges, article published, on <https://annabaa.org/> , 2018.

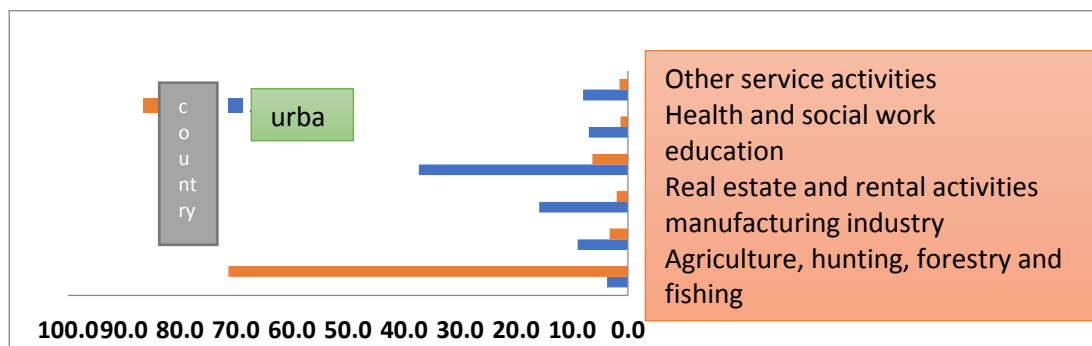
<sup>14</sup> - Nabil Jaafar Abd al-Ridha and Marwa Abd al-Rahim, The participation of Iraqi women in the labor market, an article published on the Al-Hiwar website, Al-Hiwar Al-Madden, <https://www.ahewar.org/> , 2015.

## Second: Women's Economic Sectors:

The work of women at the level of activities varies from one activity to another. In some activities, the role of women is almost non-existent or non-existent, and these activities are considered expelling women's work, including the activity (mining and quarries, construction and construction), and the activities in which women's work is concentrated is the activity (agriculture). , education and tourism), where these two activities accounted for (53%) of the total percentage of female workers, and these two activities can be feminized considering that the largest percentage of workers are female when compared with males, and the reason for the concentration of most women working in these two activities is due to the nature of These activities are consistent with women's work. In the agricultural activity, the results show that more than (71%) of the women working in this activity are from rural areas, while the education activity in which the percentage of working women in urban areas reached (37%), as shown in the figure no 5).

**Figure No. (5)**

### Distribution of females by economic activity and environment



At the level of the labor sector, most working women focus their work in the government sector, especially women working in urban areas, which amounted to (72%), in contrast to women working in rural areas, their work is concentrated in the private sector by more than (80%), as illustrated by Figure No. ( 5), and it follows from this that most of the working women are concentrated in specific sectors in which women's work is mainly concentrated (<sup>15</sup>).

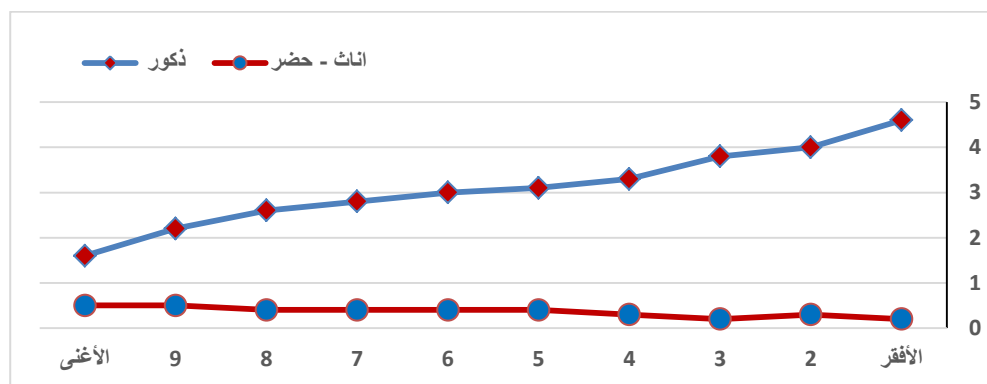
## Third: Economic dependency: -

The economic dependency is one of the important indicators that illustrate the economic structure of the country and it is an important source for the owners and makers of economic policies in knowing the rates of the labor force in relation to the population of the country. The study calculated the economic dependency rate for working individuals within the labor force and at the working age from 15 to 64 years (calculating the dependency rate on the basis of those who actually know (workers), not the total labor force that includes the unemployed), and the total number of workers is about (7347251) ) Individual, the number of working males constituted (6324800) individuals, at a rate of approximately (86%) of the total workers, while the remaining number, which represents working females, amounted to (1022,452) individuals. The study showed that the economic dependency rate (for workers) at the level of Iraq has reached (3.4) This means that every 100 people (working) support 340 people.

<sup>15</sup> Ministry of Planning, Department of Human Development Statistics, The reality of social growth in state institutions in Iraq, 2019.

,meaning that each working individual supports more than three individuals, and this percentage is considered high, but in the case of comparing the economic dependency ratio at the environmental level, it is almost close with a slight increase in rural families, and this result seems natural if we look at the size of the family in the countryside ( 7.8) individuals compared to urban (6.3) individuals. It is also noted that the economic dependency rates (for workers) according to gender suffer from a large gap between males and females and according to standards of living, this gap raises concern that the role of women in the participation of men in maintenance is still below the level of ambition It requires those concerned in this field to pay attention to studying the reason for this decline, because an important part of the Millennium Development Goals is working to reduce the gap between males and females by creating opportunities that enable women to enter the labor market. There is an improvement in the standard of living, as shown in Figure (6), which shows the economic dependency rates by sex, and from the figure it appears that there is a large gap at low standards of living (the poorest) between males and females (urban). This gap decreases with High standards of living.<sup>16</sup>

**Figure No. (6). Economic dependency rates by sex.**



**Source: Ministry of Planning, Central Bureau of Statistics, multi-year reports.**

### Third: Findings and Recommendations:

- The weak role of women in participation, which is not commensurate with the size of women in society, and the large gap between the percentage of men's participation in work compared to women's participation raises concern that the role of women is still below the required level, and did not witness any change in the foreseeable future.
- There are reasons that impede women's work, which are not only represented by societal traditions and norms, but are reasons that are due to the nature of women's physical structure, which hinders their participation in the work of some economic sectors such as the heavy industries sector.

Although there is a legacy of women in the civilization of Mesopotamia as a participant in economic activity, but in our time there are challenges and obstacles that have led to a decrease in the rate of women's participation in the labor force, especially after the events that occurred in Iraq after 2003, and the events of ISIS.

Women's ability and men's competition in the economic support of the family.

<sup>16</sup> Report of the Ministry of Planning, a previously mentioned source, p. 54.

## Recommendations:

Technical and scientific support and qualification for women in cities and countryside to expand their participation in economic activity.

- Establishing workshops and courses that motivate women to work in the private sector, in order to be equal to men and become the owner of the project, through financial support for them by granting them loans to establish small projects.
- Increasing the number of schools in the countryside, especially for girls, so that they are not deprived of the most important qualification for any economic activity, which is education.

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