

Variation in the Economic Characteristics of the Workforce at the Holy Shrine of Hussein

Hussein Salam Ali¹, Ahmed Hamood Mohaiissn Al-Saadi²

Abstract

The research aims to clarify the economic characteristics of the workforce at the Holy Imam Hussain Shrine within the borders of the Holy Karbala Governorate, which has an area of (5043) km² and consists of six districts (Karbala Center, Al-Harr, Al-Husseiniyah, Al-Hindiyya, Al-Jadael Al-Gharbi, Ain Al-Tamr), in addition to knowing the variation occurring. In these characteristics and explaining its reasons, the number of the workforce at the Holy Shrine of Hussein in the year (2021) within the borders of the Holy Karbala Governorate reached (13,031) employees of both genders, and a percentage of (99.9%) of them fall within the working age, which ranges from (18). -63 years old, and the number of males was (11,191), and their percentage was (85.88%), while the number of females was (1,840), and their percentage was (14.12%). As for economic characteristics, there is a clear difference in the nature of economic activity, as the largest percentage is for the category of workers. In the field of public and community services, it amounted to (39.11%), followed by the category of workers in the field of transportation, communications, and warehousing, whose percentage constituted (13.04%), followed in third place by the category of workers in the field of restaurants and hotels, whose percentage constituted (10.85%). This discrepancy continues at the level of occupational composition as well, as it topped the list. In first place is profession No. (5), which includes workers in the field of services, and their percentage constitutes (26.53%). Profession No. (1) comes in second place, and it includes specialists, technicians, and those related to them, and their percentage constitutes (19.94%). As for those who work in the field of their academic specialization, their percentage constitutes (38.19). %), while the percentage of those who do not work in their field of specialization was (28.68%). These characteristics played a major role in the success of institutions and projects affiliated with the Holy Shrine of Hussein, in addition to their role in improving the services provided to visitors.

Keywords: *economic characteristics, workforce.*

Introduction

The workforce is the basic capital for most development projects and an important source of wealth for most human societies and institutions, regardless of their degree of civilizational development and degree of economic growth. The impact of the workforce and its characteristics appear clearly in development processes of various dimensions and types, as no development plan or process can Productivity can mature and produce without the workforce being one of its most important basic elements. The number of the

¹ University of Karbala - College of Education for Human Sciences - Department of Applied Geography, hussein.salam@s.uokerbala.edu.iq

² University of Karbala - College of Education for Human Sciences - Department of Applied Geography, ahmed.hamood@uokerbala.edu.iq

workforce at the Holy Imam Hussain Shrine has witnessed a significant increase, more than tens of times what it was before the year (2003). The reason is due to the expansion of the work of the Holy Imam Hussain Shrine and the increase in the numbers of its projects and service institutions. And investment, in addition to the diversity of services provided to visitors and the general public throughout the year. This research included a theoretical framework and two sections. The first section dealt with the economic structure, with its two sides, economic activity and professional structure. The second section dealt with the economic characteristics represented by experience, years of service, specialization in work, the amount of wages, and multiple sources of income. Income, as well as lists of conclusions and suggestions and lists of footnotes and sources.

Research problem:

The problem occupies the heart of geographical scientific research, and it is its first step and one of its most important elements. The main problem of the research was represented by a question that says (what are the geographical variables that explain the variation in the economic characteristics of the workforce of the Holy Imam Hussain Shrine in the Holy Karbala Governorate). It is natural that the main problem branches into a number of The secondary problems that agree with them are: -

1. What is the nature of the economic composition of the workforce at the Holy Shrine of Hussein?
2. Is there a difference in the economic activity of the workforce at the Holy Imam Hussein Shrine?
3. What is the nature of the professional composition of the workforce at the Holy Imam Hussein Shrine?

Research hypothesis:

The hypothesis represents a preliminary solution or preliminary answer to the problem of the study. The study assumes that geographic variables contributed to the variation in the economic characteristics of the workforce. It is natural for the main hypothesis to branch out into some secondary hypotheses that are appropriate to the secondary problems, which are: -

1. The economic composition of the workforce is characterized by clear variation, and this variation includes both economic activity and occupational composition.
2. The categories of economic activity of the workforce at the Holy Imam Hussain Shrine vary, and the category of workers in the field of labor and community services leads the rest of the categories of economic activity.
3. There is a clear discrepancy in the professional composition of the workforce at the Holy Imam Hussein Shrine.

Research objective:

The research objectives are related to what the researcher wants and what he aims to achieve in his research, and they differ from the importance of the research. From this standpoint, the researcher seeks to explain the characteristics of the workforce in a way that contributes to diagnosing the economic reality according to the methodology of geography, which takes distribution, variation, and spatial relations as its scope.

Research importance:

The importance of the research is to prepare a demographic study that will be a basic foundation for future studies that enrich the reality of the workforce at the Holy Imam Hussein Shrine and show its economic characteristics, in addition to documenting an important stage in the history of the Holy Imam Hussein Shrine and giving proposals that contribute to achieving human development.

Boundaries of the search area:

The spatial boundaries of this research are the administrative boundaries of the Holy Karbala Governorate, which is located within the Middle Euphrates governorates in the middle of Iraq, specifically south of the capital, Baghdad, north of the Holy Najaf Governorate, east of Anbar Governorate, and west of Babil Governorate. It is located between two latitudes ($45^{\circ} 31'$ and $45^{\circ} 32'$) north of the equator and between two lines of longitude. Along ($15^{\circ} 43'$ and $30^{\circ} 44'$) east of the Krentj line, the Holy Karbala Governorate, according to the classification of the Ministry of Planning for the year (2021), consists of (6) districts, namely (Karbala Al-Markaz, Al-Husseiniyah, Al-Harr, Ain Al-Tamar, Al-Hindiyah, and Al-Jadad Al-Gharbi), and one district, which is (Al-Khayrat Subdistrict, affiliated with Al-Hindiyya District). Its total area is (5034) km² and constitutes (1.2%) of the area of Iraq.

As for the temporal limits, the researcher relied on data on the workforce at the Holy Imam Hussein Shrine and the field study he conducted in the years (2021 and 2022).

Research Methodology:

The researcher relied on the descriptive approach in describing the workforce and explaining its characteristics, as well as the analytical approach in analyzing data on the workforce, and used the quantitative method, especially some statistical and mathematical techniques such as (arithmetic mean, standard deviation, standard score, percentages, and some arithmetic operations) to extract the special values in some Levels and ranks.

The first topic

Economic composition of the workforce at the Holy Shrine of Hussein

The study of economic structure is one of the important topics in population studies because it determines the features of the economic activity of the study area or community, and highlights the importance of the elements of economic activity and the extent of their connection to the conditions of the geographical environment. It also clarifies the size, importance, characteristics and multiple compositions of the labor force according to age and gender, as well as its distribution according to work activity. Or the nature of the institution, the type of profession, skill levels, the amount of wages or working hours, etc., and that studying the economic structure contributes directly to determining the size and quality of the workforce in the present and future, depending on the direction of the rates of change in population growth and the differences in the population's demographic and social characteristics, educational level and extent. Female demand for work.

The economic composition is the classification of the workforce according to its economic activity and the profession it practices, regardless of the nature of the institution. In this study, the researcher will address two important aspects (economic activity and professional composition) of the workforce at the Holy Imam Hussein Shrine.

First/ Economic activity

Economic activity is defined as the field in which the individual worker works or the activities practiced by the departments or institutions in which he works ⁽¹⁾. The distribution of the workforce according to its economic activity gives a clear picture of the number of workers in the various economic sectors, and reflects the contribution and percentage of each activity or sector in the volume of economic activity. For the workforce, and through economic composition, it is possible to benefit from the surplus workforce in a specific sector or activity and redistribute and place it among the rest of

the sectors that suffer from a shortage in the number of the workforce, meaning that it contributes to achieving a balance in the numbers of the workforce in a way that is compatible with the size of economic activity ⁽²⁾. The International Labor Office (I.L.O) has defined categories of economic activity in a special classification that includes nine categories and is called the International Standard Industrial Classification ⁽³⁾

There is another classification presented by (John Clark)⁽⁴⁾ that summarizes the nine categories of economic structure issued by the International Labor Organization and consists of three main groups, which are as follows ⁽⁵⁾: -

1. The first group of activities: - It includes agriculture, forestry, and hunting.
2. The second group of activities: - It includes industry, mining, construction, electricity and gas.
3. The third group of activities: - It includes trade, transportation, communications, and public services.

It appears that there is a very large discrepancy in the economic composition of the workforce at the Holy Shrine of Hussein, and this discrepancy is due to the nature of the departments created by the administration of the Holy Shrine of Hussein and the projects it has established since it assumed responsibility after the year (2003) and the actual need for the workforce for these departments and projects.

Due to the inability to obtain specific data to determine the nature of the work of all the workforce at the Holy Imam Hussain Shrine and the absence of a specific body specialized in that, in addition to the increase in the number of the workforce, the increase in the number of departments and divisions, and the diversity of their fields of work, the researcher relied on the results of the questionnaire form shown in the table (1) Figure (1) The standard score was used to classify the economic composition categories into four levels depending on the number of workforce in each category, as shown below.

Table (1) Economic activity of the workforce at the Holy Shrine of Hussein, according to the results of the field study for the year (2022)

S	Target	Male		Females		Total sexes		Standard score
		number	ratio %	number	ratio %	number	ratio %	
1	Agriculture	21	3.75	2	2.17	23	3.53	-0.59
2	Mines and oil and gas extraction	0	0	0	0	0	0	-0.92
3	Transformative Industries	34	6.07	4	4.35	38	5.83	-0.38
4	Electricity and water	28	5	3	3.26	31	4.75	-0.48
5	Construction	31	5.54	5	5.43	36	5.52	-0.41
6	Wholesale and retail trade	54	9.64	7	7.61	61	9.36	-0.06
7	Restaurants and hotels	58	10.36	11	11.96	69	10.58	0.05
8	Transportation, storage and communications	80	14.28	5	5.44	85	13.04	0.28
9	Finance, insurance and real estate	48	8.57	6	6.52	54	8.28	-0.16
10	Public and social services	206	36.79	49	53.26	255	39.11	2.67
	total summation	560	100	92	100	652	100	----

Source: Researcher, based on the results of the questionnaire forms

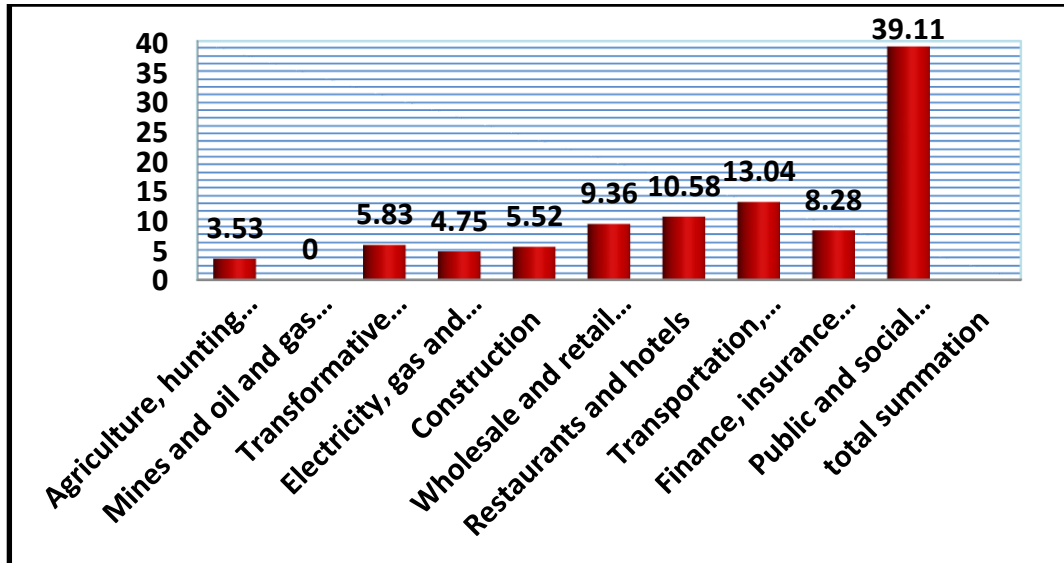


Figure (1) Percentage distribution of the workforce at the Holy Shrine of Hussein by economic activity according to the results of the field study for the year (2022)

Source: Researcher based on data from Table (1)

1- First level: (0.50) or more.

This level includes the category of the workforce in the field of public and community services, whose percentage constituted (39.11%) of the total sample size of (652) employees, with (255) employees of both genders, and the number of males among them was (206) employees, who constituted a percentage of (36.79%).) out of the total size of the male sample, and the number of female employees reached (49) and their percentage constituted (53.26%) of the total size of the female sample. Through this percentage, we conclude that more than a third of the employees at the Holy Imam Hussain Shrine work within service projects, regardless of these projects. Whether for profit or free, this category includes workers in health, educational and recreational institutions, as well as service job titles in all departments of the Holy Imam Hussain Shrine.

2- Second level: (0.49+) - (0.00)

This level includes, in the first place, the workforce in the field of transportation, storage and communications, which constituted (13.04%) of the total sample size of (652) employees, with (85) employees of both genders, and the number of males among them was (80) employees, and their percentage was (14.29). % of the total size of the male sample, and the number of female employees was (5) and their percentage constituted (5.44%) of the total size of the female sample. This category includes employees with the following job titles (driver, guide, store keeper, warehouse worker, ticket cutter, etc.) In addition to some accountants, auditors, and service workers working in the departments that own a large number of wheels, especially the departments (mechanisms and religious tourism), and the departments that have their own warehouses.

As for the second place in this level, it was the share of the workforce in the field of restaurants and hotels, which represented (10.58%) of the total sample size of (652) employees, with (69) employees of both genders, and the number of males among them was (58) employees. Their percentage was (10.36%) of the total size of the male sample, and the number of female employees was (11) and their percentage constituted (11.96%) of the total size of the female sample. This category includes workers in the departments (Relations and Host) as well as workers in the rest of the other departments, especially the departments that It owns restaurants, shops, hotels, apartments, and houses, whether they are designated for housing and feeding guests or members from outside the governorate, or of an investment nature, such as (visitor cities and service complexes).

3- Third level: (0.1-) - (0.49-)

This level includes five ranks of the categories of the economic composition of the workforce at the Holy Shrine of Hussein, and the rank sequence depends on the number of the workforce in it, and they are as follows: -

- The first rank: was ranked by the workforce in the field of wholesale and retail trade, which represented (9.36%) of the total sample size of (652) employees, with (61) employees of both genders, and the number of males among them was (54) employees, and their percentage constituted (9.64). %) of the total size of the male sample, and the number of female employees was (7) and their percentage constituted (7.61%) of the total size of the female sample. This category includes workers in direct sales centers in investment departments such as industrial and agricultural projects and workers in commercial centers affiliated with the Holy Shrine of Hussein.

- Second rank: It was the share of the workforce in the field of finance, insurance, and real estate, which represented (8.28%) of the total sample size of (652) employees, with (54) employees of both genders, and the number of males among them was (48) employees, and their percentage constituted (8.57% of the total size of the male sample, and the number of female employees was (6) and their percentage constituted (6.52%) of the total size of the female sample. This category includes those working in the financial aspects and with job titles (accountant, treasurer, accounts clerk, statement organizer, auditor). And others) in addition to workers in the (Financial Affairs, Auditing, and Internal Control) departments, some workers in investment projects, and the divisions charged with monitoring the properties of the Holy Shrine of Hussein, such as the (Survey and Lands) Division and the (Government Contracts) Division.

- Third rank: It included the category working in the field of construction, and its percentage constituted (5.52%) of the total sample size, which amounted to (652) employees, with (36) employees of both genders, and the number of males among them was (31) employees, and their percentage constituted (5.54%). Out of the total size of the male sample, the number of female employees was (5) and their percentage constituted (5.43%) of the total size of the female sample. This category includes workers in the departments (maintenance, engineering and technical affairs, strategic projects, contracting companies, central tailoring, block factories, kashi, and muqarnas), in addition to workers In the maintenance and general services divisions in the other departments.

- Fourth rank: occupied by the workforce in the field of manufacturing industries, which constituted (5.83%) of the total sample size of (652) employees, with (38) employees of both genders, and the number of males among them was (34) employees, and their percentage constituted (6.07). %) of the total size of the male sample, and the number of female employees was (4) and their percentage constituted (4.35%) of the total size of the female sample. This category includes workers in industrial projects affiliated with the Holy Shrine of Hussein, which will be mentioned in the first section of the fifth chapter of the study.

- Fifth rank: The workforce in the field of electricity, gas, and water came in (4.75%) out of the total sample size of (652) employees, with (31) employees of both genders, and the number of males among them was (28) employees, and their percentage constituted (5% of the total size of the male sample, and the number of female employees was (3) and their percentage constituted (3.26%) of the total size of the female sample. This category includes the workforce in the field of electricity such as (electrical engineer, electrical technician, electrical worker, generator operator) and workers in power stations. Water filtration, ice production plants, manhole monitors, and water thermoses spread across the Holy Imam Hussein Shrine and the surrounding area.

4- Fourth level: (0.50-) and less.

This level includes in the first place the workforce in the field of agriculture, which constituted (3.53%) of the total sample size of (652) employees, with (23) employees of both genders, and the number of males among them was (21) employees, and their percentage constituted (3.75%). Of the total size of the male sample, the number of female employees was (2) and their percentage constituted (2.17%) of the total size of the female sample. This category includes workers in the ornamental and afforestation department, as well as workers in nurseries, farms, fish lakes, fields of calves, sheep, and poultry, as well as workers in the field of Gardens in other departments of the Holy Shrine of Hussein, as well as employees working to maintain and care for the green belt established by the Holy Shrine of Hussein around the center of the holy city of Karbala.

As for the second and last rank at this level, it included the workforce in the field of mines and oil and gas extraction, and although no results for it appeared in the results of the questionnaire form, it was placed by the researcher because it is one of the main and important categories in the economic structure, and through the study According to the field information of the researcher, there is no workforce at the Holy Shrine of Hussein working in the field of mines and oil and gas extraction.

Second: Professional installation: (professional installation)

Occupation was defined within the activities of the Sixth International Conference of Labor Statistics held in 1947 as the type of work performed by the worker regardless of the nature of the economic activity in which he works or the institution associated with it ⁽⁶⁾. Occupational composition is described as one of the branches or components The economic structure may be affected by a group of economic, political, social, demographic and other factors, whether in urban or rural communities.

Occupational composition refers to the type or nature of the work that the worker practices and spends most of his time performing and through which he gains experience or education ⁽⁷⁾. The vocational composition of an individual is determined by the age of (15 years) and above, in contrast to economic activity, which is determined by the age of (six years) as a minimum ⁽⁸⁾ It also gives a clear picture of the situation of the workforce participating in development programs and development projects, and thus it is considered one of the important starting points in drawing the features of the general economic and social conditions ⁽⁹⁾. Economic transformations result in changes in the nature of the final composition of the workforce, so it is an accurate reflection of the distribution of the workforce according to The economic activity.

Although there are several classifications of occupations, many researchers usually resort to the International Classification of Occupations (ISCO), which was determined by the International Labor Organization in the year (1948), and which was amended in the years (1958) and (1968) to be issued in its final form. In the year (1969) entitled the International Guide ⁽¹⁰⁾ and in the year (1975) the Iraqi Ministry of Planning issued the Iraqi Occupational Guide, which included several categories of the main professions practiced by the workforce ⁽¹¹⁾. These professions were placed within the paragraphs of the official population censuses that took place in the years (1977, 1987, and 1997), in addition to being placed in surveys, statements, and studies related to economic activity and what is related to the workforce. Some amendments were made later to this guide as a result of the economic and social developments taking place in Iraq. The professional classification of the workforce aims to determine the type of responsibilities and specializations within the scope of integrated requirements. For work ⁽¹²⁾ The Iraqi Ministry of Planning has approved nine main groups of professions within the 1997 census, as follows:

The main groups of professions:-

- Profession (1) includes specialists, technicians and those related to them.
- Profession (2) includes legislators, administrative heads, and managers.

- Profession (3) includes executive employees, clerks, and those related to them.
- Profession (4) includes workers in the field of sales.
- Profession (5) includes workers in the service field.
- Profession (6) includes workers in agriculture, forestry, animal husbandry, hunting, and fishing.
- Professions (7, 8 and 9) include production workers and those related to them and operators of heavy transport equipment.

Given the multiplicity of economic and service sectors at the Holy Imam Hussein Shrine and the diversity of work fields according to the specializations of functional departments and the nature of completed development projects, noting the increase in the number of the workforce, both male and female, responsible for managing the work, there is no doubt that there is a great discrepancy in the nature of the workforce professions, and the researcher is unable to obtain Data on workforce professions are officially available because there is no specialized body responsible for that, in addition to the continuous changes in transferring some of the workforce from one profession to another as required by the interest of work. The researcher relied on the results of the questionnaire form shown in Table (2) and Figure (2). The researcher divided the professions into several levels, based on the number of workforce practicing each profession, as follows:

Table (2) Professional composition of the workforce at the Holy Imam Hussein Shrine according to the results of the field study for the year (2022)

S	Target	Male		Females		Total sexes	
		number	ratio %	number	ratio %	number	ratio %
1	Specialists, technicians and those associated with them	103	18.39	27	29.35	130	19.94
2	Legislators, administrative heads and directors	17	3.04	2	2.17	19	2.92
3	Executive staff, clerks and those associated with them	114	20.36	16	17.39	130	19.94
4	Sales workers	34	6.07	4	4.35	38	5.83
5	Service workers	142	25.36	31	33.7	173	26.53
6	Workers in agriculture and animal husbandry	26	4.64	2	2.17	28	4.29
7	Production workers and those related to them and transportation and equipment operators	119	21.25	9	9.78	128	19.63
8	Not shown	5	0.89	1	1.09	6	0.92
total summation		560	100	92	100	652	100

Source: Researcher, based on the results of the questionnaire forms.

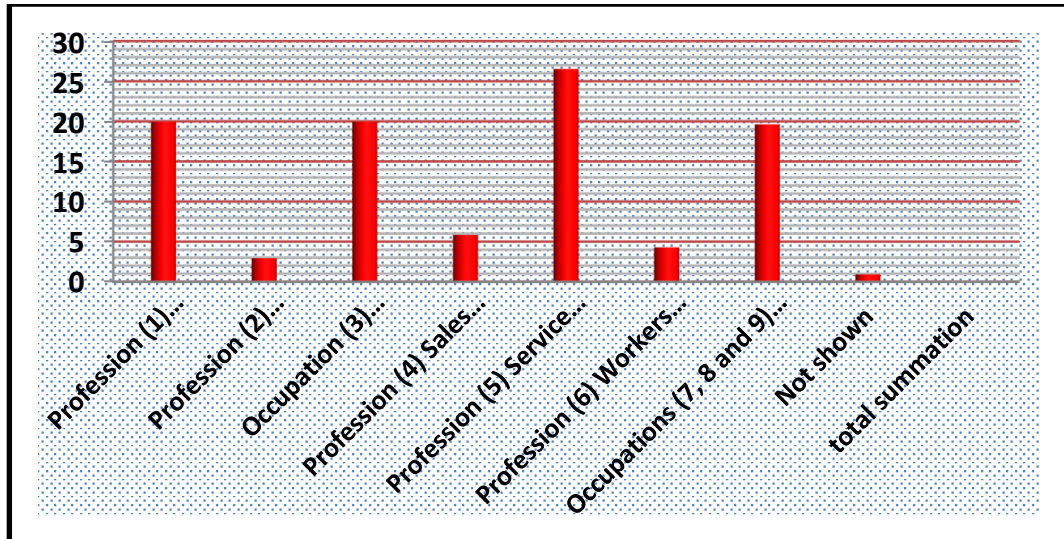


Figure (2) Percentage distribution of the workforce at the Holy Shrine of Hussein by profession according to the results of the field study for the year (2022)

Source: Researcher based on data from Table (2)

- First rank: It was for the profession (5) and includes workers in the field of services, and their percentage was (26.53%) of the total sample size, with (173) employees of both genders, and the share of males was (142) employees, and their percentage constituted (25.36%) Of the total size of the male sample, the number of females among them was (31) employees, and their percentage constituted (33.7%) of the total size of the female sample. The reason for the increase in the number of employees in this profession is due to the endeavor of the administration of the Holy Imam Hussain Shrine to provide services to visitors and the general public, as well as About the diversity and multiplicity of service and community projects and infrastructure established by the Holy Shrine of Hussein.

- Second rank: Occupation (1) and Profession (3) came in. Profession (1) includes specialists, technicians and those related to them, and their percentage was (19.94%) of the total sample size, with (130) employees of both genders, and the share of them was male. (103) employees, and their percentage constituted (18.39%) of the total size of the male sample, and the number of females among them was (27) employees, and their percentage constituted (29.35%) of the total size of the female sample. This is evidence that the Holy Hussein Shrine attracts qualified people and those with technical and scientific specializations in Its departments and projects, and this is one of the reasons for its success. This profession includes employees who work in the field of their scientific or professional specialization.

As for profession (3), it includes executive employees, clerks, and those related to them, and their percentage constituted (19.94%) of the total sample size, amounting to (130) employees of both genders, and the share of males among them was (114) employees, and their percentage constituted (20.36%) of The total size of the male sample, the number of females among whom were (16) employees, and their percentage constituted (17.39%) of the total size of the female sample. This profession is available in all departments of the Holy Imam Hussein Shrine and its projects.

- Third rank: It was the share of professions (7, 8, and 9). Together, these professions include workers in production and those related to them, and operators of transport equipment and machines. Their percentage was (19.63%) of the total sample size, with (128) employees of both genders, and the share was males. Among them were (119) employees, and their percentage constituted (21.25%) of the total size of the male sample, and the number of females among them was (9) employees, and their percentage

constituted (9.78%) of the total size of the female sample. These three professions are concentrated in economic projects and in some service departments.

- Fourth rank: The profession ranked (4) and includes workers in the field of sales, whose work is usually concentrated in economic projects, especially in direct sales centers, exhibitions, shops, and sales representatives. Their percentage was (5.83%) of the total sample size, with (38) employees from Both genders. The share of males among them was (34) employees, and their percentage constituted (6.07%) of the total size of the male sample, and the number of females among them was (4) employees, and their percentage constituted (4.35%) of the total size of the female sample.

- Fifth rank: It was for the profession (6) and includes workers in the fields of agriculture and animal husbandry. Their work is concentrated in agricultural projects, both plant and animal, and the gardens of some departments and institutions affiliated with the Holy Imam Hussain Shrine. Their percentage was (4.29%) of the total sample size, and by (28) employees of both genders, and the male share of them was (26) employees, and their percentage constituted (4.64%) of the total size of the male sample, and the number of female employees among them was (2) employees, and their percentage constituted (2.17%) of the total size of the female sample.

- Sixth rank: The profession included (2) and includes legislators, administrative heads, and managers, that is, it includes decision-makers such as (the legal guardian, the Secretary-General, the Deputy Secretary, the Assistant Secretary, members of the Board of Directors, heads of departments, officials of divisions and units, and directors of institutions and projects), and their percentage constituted (2.92%) of the total The total sample size was (19) employees of both genders, and the share of males was (17) employees, constituting (3.04%) of the total size of the male sample. The number of females, including two employees, constituted (2.17%) of the total size of the female sample.

- Seventh rank: It was ranked by the workforce who work in professions not shown as a result of their lack of knowledge of the nature of the profession, the overlap of professions among them, or the multiplicity of professions in which they work. The percentage of this category constituted (0.92%) of the total sample size, with (6) employees. Of both genders, the share of males among them was (5) employees, and their percentage constituted (0.89%) of the total size of the male sample, and the number of females among them was one employee, and their percentage constituted (1.09%) of the total size of the female sample. The researcher placed within this category people who did not They fill out the field for occupational composition in the questionnaire form, and their percentage constituted (0.31%) of the total sample size, with (2) male employees, and their percentage constituted (0.36%) of the total male sample size.

The second topic

Economic characteristics of the workforce at the Holy Shrine of Hussein

This study dealt with some important and influential aspects of the workforce, which have a major role in increasing worker production and improving their quality. These aspects also contribute to the success of many institutions that depend on the efficiency of human resources, and there are many institutions that are keen to take these aspects into account to ensure obtaining services. When studying (experience and years of service, specialization in work, amount of wages, diversity of sources of income), the researcher relied on the data he obtained from the specialized departments at the Holy Imam Hussein Shrine and from the results of the questionnaire.

First/ Experience and years of service: (Experience and years of service)

Experience means that the worker possesses a number of professional skills and abilities that are acquired through experience, practice, and vocational training, as experience

positively affects the worker's level of achievement and improves his performance at work.

Experience has a major role in providing services and clearly contributes to increasing production quantities and improving their quality. Experience is formed by increasing the number of years of work and accumulating the worker's knowledge of the details of work, its mechanisms, and the controls that govern it. The benefit of experience is not limited to the organization only, but its benefits include the workforce, as it depends on the skill The worker and his efficiency are often determined by his experience in the field of work and the number of years of service, in addition to the fact that years of service have a financial return, which leads to raising the income rates of the workforce, and many institutions prefer the work of the workforce that has experience in their field of specialization because their giving is more Among others, the importance of experience and years of service appears in the salary scale of the Holy Imam Hussain Shrine within its vocabulary entitled (Years of Service), as an amount of (30,000) Iraqi dinars is paid as an annual bonus to each member of the permanent staff one year after the date of his appointment, and even those working in the monthly contract system. The reward and volunteers take into account the number of years of their service and the accumulation of their experience when renewing their contracts and determining their wages, and through the data obtained by the Financial Affairs Department, which is the only department concerned with disbursing, organizing, following up and auditing salaries and wages for all the workforce at the Holy Imam Hussein Shrine with all titles and all work systems, It is clear from Table (3) and Figure (3) that there is a variation in years of service for all employees. The workforce was distributed on the basis of their years of service at four levels using the standard score, as follows: -

Table (3) Numerical and relative distribution of the workforce at the Holy Imam Hussein Shrine according to the number of years of service for the year (2021)

S	Years of service	Male		Females		Total sexes		Standard score
		number	ratio%	number	ratio%	number	ratio%	
1	(2 –1)	2024	18.09	494	26.85	2518	19.32	1.19
2	(4 – 3)	1404	12.55	291	15.82	1695	13.01	0.27
3	(6 – 5)	1550	13.85	320	17.39	1870	14.35	0.47
4	(8 –7)	2445	21.85	298	16.2	2743	21.05	1.45
5	(10 – 9)	1555	13.89	181	9.84	1736	13.32	0.32
6	(12 – 11)	781	6.97	65	3.52	846	6.49	-0.67
7	(14 – 13)	970	8.67	94	5.11	1064	8.17	-0.43
8	(16 – 15)	234	2.09	72	3.91	306	2.35	-1.28
9	(18 – 17)	228	2.04	25	1.36	253	1.94	-1.34
total summation		11191	100	1840	100	13031	100	-----

Source: Researcher based on the Holy Hussein Shrine, Administrative Affairs Department, Personnel Division, unpublished data, 2021.

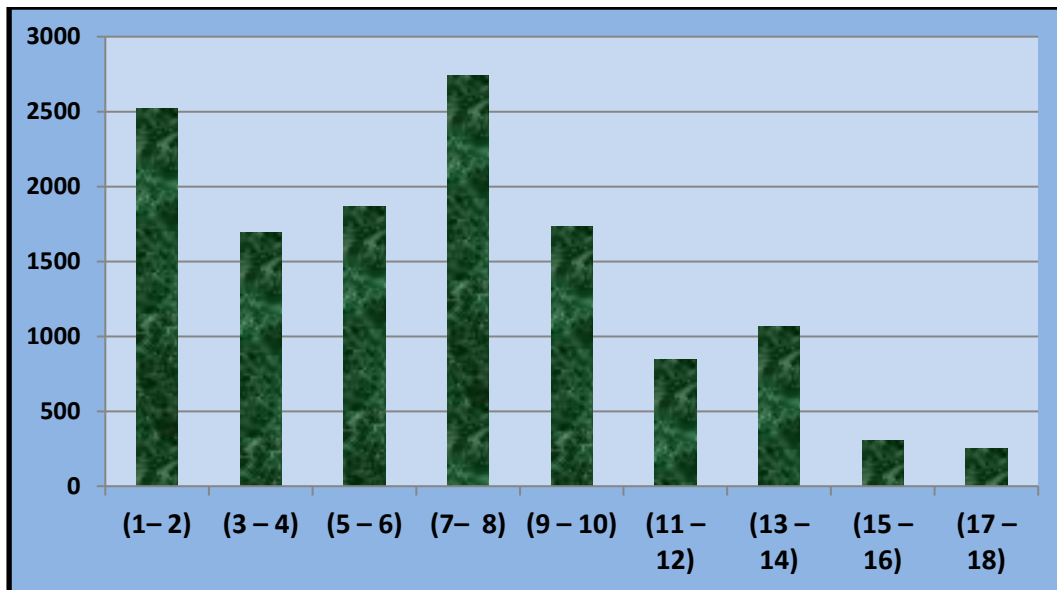


Figure (3) Numerical distribution of the workforce at the Holy Imam Hussein Shrine according to the number of years of service for the year (2021)

Source: Researcher based on data from Table (3)

- First level: (0.50) or more

This level includes two ranks. The first rank was for the workforce with (7 and 8) years of service. Their total number reached (2743) employees of both genders, and their percentage constituted (21.05%) of the total workforce, and the number of males among them was (2445) employees. Their percentage constituted (21.85%) of the total male workforce, while the number of female employees reached (298) and their percentage constituted (16.2%) of the total female workforce.

The second place went to employees who had service (one and two years), and their number reached (2518) employees of both genders, and they constituted a percentage of (19.32%) of the total workforce, and the number of males among them was (2,024) employees, and they constituted a percentage of (18.09). Of the total male workforce, the number of females reached (494), and their percentage constituted (26.85%) of the total female workforce. The reason is that in the last two years (2020 and 2021), the threshold opened the door for recruitment due to the opening of some service and economic projects.

2- Second level: (0.49+) - (0.00)

This level includes three ranks in terms of the number of years of service of the workforce at the Holy Imam Hussein Shrine, based on the number of workers in one rank, as follows:

- First rank: It was the share of the workforce whose service reached (5 and 6) years, and their percentage constituted (14.35%) of the total workforce, with (1870) employees of both genders, and the number of males among them was (1550) employees, and their percentage constituted (13.35). % of the total male workforce, and the number of female employees was (320), and their percentage constituted (17.39%) of the total female workforce.

- Second rank: The workforce with years of service (9 and 10) came in. Their number reached (1,736) employees of both genders, and they constituted a percentage of

(13.32%) of the total workforce, and the share of males among them was (1,555) employees, and their percentage constituted (13.89% of the total male workforce, and the percentage of females was (9.84%) of the total female workforce, with (181) employees.

- As for the third rank: it is the last within this level. It included the workforce whose years of service reached (3 and 4) years, and their percentage of the total workforce was (13.01%). Their number reached (1695) employees of both genders, and the number of males among them was (1404). Employees, who constituted a percentage of (12.55%) of the total male workforce. The number of female workforce in this rank reached (291) employees, and their percentage constituted (15.82%) of the total female workforce.

- The third level: (0.1-) – (0.49-)

This level includes one rank, which is the workforce that has reached (13 and 14) years of service. Their number was (1064) employees of both genders, and they constituted a percentage of (8.16%) of the total workforce. The number of males within this level was (970) employees, and their percentage constituted (8.67% of the total male workforce, and the number of females was much smaller at (94) employees, and their percentage constituted (5.11%) of the total female workforce.

4- Fourth level: (0.50-) and less

This level represents the workforce that has the largest number of years of service, and they joined the work since the beginning of the fall of the former regime, and most of them initially worked as free volunteers to serve the Holy Shrine of Hussein and protect it in light of the security conditions at the time. This level included three levels in terms of The number of its workforce, as follows: -

- First rank: It was the share of the workforce whose years of service reached (11-12) years, and their percentage was (6.49%) of the total workforce, with (846) employees of both genders, and the number of males among them was (781) employees, and their percentage constituted (6.98% of the total male workforce, and the number of female employees reached (65) and their percentage constituted (3.53%) of the total female workforce.

- Second rank: The workforce with (15 and 16) years of service came in. Their number reached (306) employees of both genders and they constituted a percentage of (2.35%) of the total workforce, and the share of males among them was (234) employees and they constituted a percentage of (2.09). % of the total male workforce, and the percentage of females constituted (3.91%) of the total female workforce, with (72) employees.

As for the third rank: it is the last within this level, and it included the workforce whose service reached (17 and 18) years. They are the first recruits and those who joined the work immediately after the fall of the former regime. Their percentage of the total workforce was (1.94%), and their number reached (253 employees of both genders, the number of male employees being (228) employees, who constituted a percentage of (2.04%) of the total male workforce. The number of female workforce in this rank reached (25) employees, and their percentage constituted (1.36%) of the total female workforce.

Second: Work specialization:

It is clear from Table (4) and Figure (4) that those who work in the field of their scientific specialization from the workforce at the Holy Imam Hussain Shrine, according to the results of the questionnaire, their percentage reached (38.19%) of the total sample size of (652) employees of both genders, and the number was Males who work in their field of specialization (207) employees out of (560) and their percentage constituted (36.96%) of the total size of the male sample, and the percentage of females who work in their scientific specializations was (45.65%) of the total size of the female sample, with (42) female employees from The total sample size is (92) females, and most of these workers,

whether male or female, work in specialized projects within their academic degrees, especially in health, educational and research institutions and in the engineering and administrative aspects for the remaining departments.

Table (4) Numerical and relative distribution of the workforce at the Holy Imam Hussein Shrine according to their work In her field of specialization according to the results of the field study for the year (2022)

S	Target	Male		Females		©©	
		number	ratio%	number	ratio%	number	ratio%
1	He works in his field of expertise	207	36.96	42	45.65	249	38.19
2	He works in a field close to his specialty	153	27.32	31	33.70	184	28.22
3	He does not work in his specialty	171	30.54	16	17.39	187	28.68
4	He does not have a specific specialty	29	5.18	3	3.26	32	4.91
total summation		560	100	92	100	652	100

Source: Researcher, based on the results of the questionnaire forms.

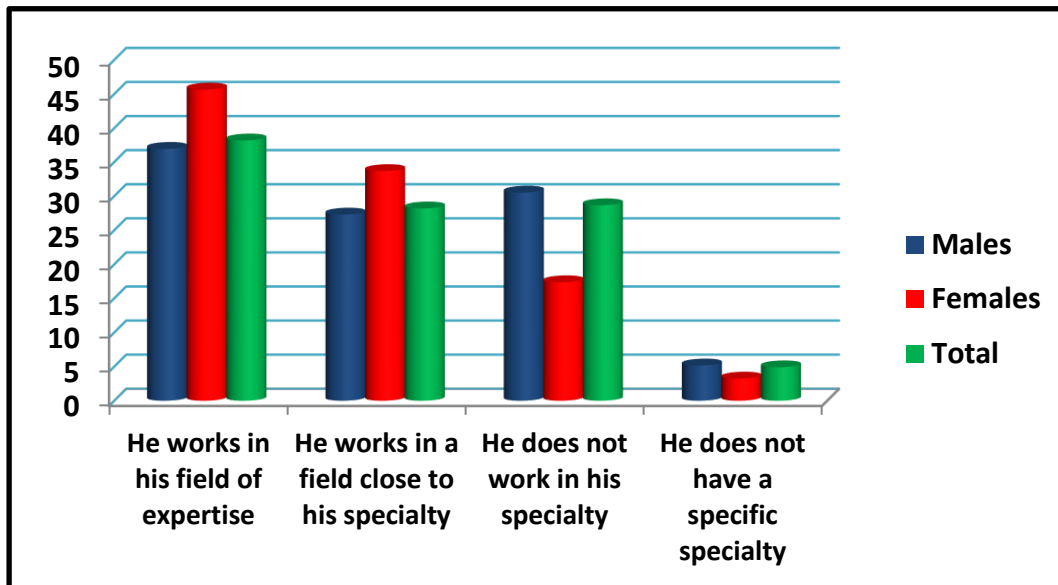


Figure (4) Percentage distribution of the workforce at the Holy Imam Hussain Shrine according to their work in their field of specialization according to the results of the field study for the year (2022)

Source: Researcher based on data from Table (4)

Through field visits, the researcher noticed that there are numbers of the workforce working in fields somewhat close to their scientific specializations, and perhaps in very similar fields, and that their educational attainment has enabled them to practice these jobs, especially workers who hold diplomas and bachelor’s degrees. When the results of the questionnaires are tabulated, it is clear that The number of those working in fields close to their specializations was (184) employees out of (652), and their percentage constituted (28.22%) of the total sample size, and the number of males among them was (153) employees out of (560), representing (27.32%) of the total. The size of the male sample was (31) out of (92), and their percentage constituted (33.70%) of the total female sample size.

As for the workforce that works outside their specialty, some of them were originally appointed outside their specialty due to the threshold's need for their services in their work sites without their specialization. For example, you find an employee who holds a bachelor's degree in engineering or pure science working in an administrative or media field, and the number of those who do not work in their scientific specializations, according to the results of the questionnaire forms (187) out of (652) and they constitute a percentage of (28.68%) of the total sample size. The number of males who do not work in their specializations was (171) employees out of (560) and their percentage constituted (30.54%).) out of the total size of the male sample, while the number of female employees who do not work in their specialties reached (16) employees out of (92), and their percentage constituted (17.39%) of the total size of the female sample.

We find that some simple job titles such as (guardian, driver, service employee, information employee, etc.) may not require a specialist or educational attainment. The percentage of those who do not have a specific specialty according to the results of the questionnaire reached (32) employees out of (652), and their percentage was (4.91%).) out of the total sample size, and the number of males who did not have a specific specialty was (29) employees out of (560), and their percentage constituted (5.18%) of the total male sample size. As for females who did not have a specific specialty, their number was (3). Out of (92) their percentage constituted (3.26%) of the total size of the female sample. Their work is limited to service departments and some service work in the remaining departments that do not require an academic qualification.

Third: Wages amount:

Wages or salaries represent the cornerstone of the compensation provided to the workforce for their work. They are considered one of the most important factors that enhance productivity and contribute to improving its quality. The researcher believes that there is a clear positive relationship between the amount of wages and the volume and quality of performance, and this relationship is reinforced by the motivation and enthusiasm of the workforce. In carrying out its work to the fullest extent, wages are considered a good support for improving the level of performance, and paying appropriate wages to the workforce is an engine for achieving goals, in addition to the fact that wages strengthen the sense of empowerment and belonging to the organization and not thinking about leaving it and looking for a second job, and increasing Wages contribute to attracting an efficient workforce specialized in their field of work.

There is a large percentage (69.63%) of the workforce at the Holy Imam Hussain Shrine who mainly depend, in providing their living requirements, on the monthly salary they receive in exchange for their work at the Holy Imam Hussain Shrine. The salary is considered the mainstay of their economy, and the amount of the salary varies from one work system to another. In systems (The monthly contract, the daily wages, the reward, and the piece) are usually agreed upon between the two parties on a specific amount, and this amount depends on the type, nature, and seriousness of the work, the worker's competence, working conditions and duration, and other determinants. As for permanent employees, there is a salary scale specific to employees of the Holy Imam Hussein Shrine, which consists of the salary. It includes a group of items, namely (nominal salary, annual bonuses, marital and children's allowances, cost of living allowances, risk and skill allowances for some job titles, certificate allowances, and position allowances for department, division, and unit officials, as well as incentives granted to some technical, engineering, and administrative specializations)

In general, it is clear from Table (5) that there is a discrepancy in the amount of monthly salaries disbursed to all the workforce at the Holy Imam Hussein Shrine with their various work systems, and based on the data obtained by the researcher from the Salaries Division of the Financial Affairs Department, the difference between one category and another was made (300,000 (Iraqi dinars), and then the categories were distributed into

four levels by the researcher, using the standard score equation in classifying the levels, as follows ⁽¹³⁾:-

Table (5) Amount of monthly salaries for the workforce at the Holy Shrine of Hussein for the year (2021)

S	The amount of salary in thousand(Male		Females		Total sexes		Standard score
		number	ratio%	number	ratio%	number	ratio%	
1	(300) or less	321	2.87	163	8.86	484	3.71	-0.49
2	(500 - 300)	583	5.21	389	21.14	972	7.46	-0.24
3	(800 - 600)	4792	42.82	576	31.30	5368	41.19	2.03
4	(1100 - 900)	3781	33.78	369	20.06	4150	31.85	1.40
5	(1400 - 1200)	782	6.99	217	11.79	999	7.67	-0.23
6	(1700 -1500)	461	4.12	94	5.11	555	4.26	-0.46
7	(2000 - 1800)	325	2.9	32	1.74	357	2.74	-0.56
8	(2300 - 2100)	79	0.71	0	0	79	0.61	-0.70
9	فأكثر (2400)	67	0.60	0	0	67	0.51	-0.71
total summation		11191	100	1840	100	13031	100	-----

Source: Researcher based on the Holy Hussein Shrine, Financial Affairs Department, Payroll Division, unpublished data, 2021.

1- First level: (0.50) or more

This level includes two levels in terms of the amount of monthly salaries, which are:

- First rank: It includes the workforce whose monthly salaries range from (600,000 - 800,000) Iraqi dinars. Their number reached (5,368) employees of both genders, and their percentage constituted (41.19%) of the total workforce, and the percentage of males among them was (42.82%). Of the total male workforce, amounting to (4792) employees, the percentage of females was (31.30%) of the total female workforce, amounting to (576) employees. This category represents the general population of employees and those with simple job titles.

- Second rank: It was the share of the workforce whose monthly salaries ranged between (900,000 - 1,100,000) Iraqi dinars. Their total number reached (4,150) employees of both genders, and they constituted a percentage of (31.85%) of the total workforce, and the share of males among them was (3,781). Employees, who constituted a percentage of (33.78%) of the total male workforce, and half of the females (369) were employees, who constituted a percentage of (20.06%) of the total female workforce. Also, this category includes simple and medium job titles, but it has years of service, a number of children, and university degrees for that reason. The amount of her salaries increased compared to her predecessor.

2- Second level: (0.49+) - (0.00)

There is no category of workforce within this level.

3- The third level: (0.1-) – (0.49-)

This level includes four ranks in terms of the amount of their monthly salaries and in the order of their numbers.

- First rank: This rank includes the workforce whose salaries range between (1,200,000-1,400,000) Iraqi dinars, and their percentage constituted (7.67%) of the total workforce, with (999) employees of both genders, and the number of males among them was (782) employees, who constituted a percentage (6.99%) of the total male workforce, and the

number of female employees was (217), and their percentage constituted (11.79%) of the total female workforce. A large percentage of this category are holders of monthly contracts with important specializations, especially in the medical, technical, and engineering fields.

- Second rank: This rank includes the workforce whose wages range between (300,000 - 500,000) Iraqi dinars, and their percentage constituted (7.46%) of the total workforce, with (972) employees of both genders, and the number of males among them was (583) employees, who constituted a percentage (5.21%) of the total male workforce, and the number of female employees was (389), and their percentage constituted (21.14%) of the total female workforce. These represent the newly hired workforce and employees who work with simple job titles and do not have any educational attainment, and a large percentage of them They work on a daily wage system.

- Third rank: This category includes the workforce whose salaries range between (1,500,000-1,700,000) Iraqi dinars, and their percentage constituted (4.26%) of the total workforce, amounting to (555) employees of both genders, and the number of males among them was (461) employees and constituted A percentage of (4.12%) of the total male workforce, and the number of female employees was (94), and their percentage constituted (5.11%) of the total female workforce. These represent the workforce that works in engineering projects and university institutions, as well as those who hold positions from division official and above. They have a large number of years of service and educational attainment.

- Fourth rank: It was the share of the workforce whose salaries reached (300,000) Iraqi dinars or less, and their percentage was (3.71%) of the total workforce, amounting to (484) employees of both genders, and the number of males among them was (321) employees, who constituted a percentage (2.87%) of the total male workforce, and the number of female employees was (163), and their percentage constituted (8.86%) of the total female workforce. These represent workers in service job titles who are at the beginning of their appointment, in addition to some workers on the piece or bonus systems. Their work wages do not exceed (300,000) Iraqi dinars per month.

4- Fourth level: (0.50-) and less

This level includes three ranks representing the workforce with important and rare specializations, some department heads, and some holders of advanced degrees who work in their field of specialization, especially those working in university, health, and media institutions, as well as some advisors and experts who are recruited from state institutions. The ranks will be stated below according to numbers. Its workforce:-

- First rank: It includes the workforce whose salaries range between (1,800,000 - 2,000,000) Iraqi dinars, and their percentage was (2.74%) of the total workforce, with (357) employees of both genders, and the number of males among them was (325) employees, constituting a percentage of (2.9). % of the total male workforce, and the number of female employees was (32), and their percentage constituted (1.74%) of the total female workforce.

- Second rank: It was the share of the workforce whose salaries range between (2,100,000-2,300,000) Iraqi dinars, and their percentage was (0.61%) of the total workforce, with (79) employees, all of whom were male, and they constituted a percentage of (0.71%) of the total workforce. Male worker.

- Third rank: This category included the workforce that receives the highest salaries at the Holy Imam Hussein Shrine, from (2,400,000) Iraqi dinars and above. Their percentage was (0.51%) of the total workforce, with (67) employees, all of whom were male, and they constituted (0.60%).) of the total male labor force.

Fourth: Multiple sources of income:

The policy of the administration of the Holy Imam Hussein Shrine is not to allow the collection of more than one salary in order to make room for the unemployed and provide job opportunities for the largest possible number. The work of the workforce that receives a second salary has been limited to important and rare job titles that cannot be dispensed with at this time. The current percentage of them was very small, and their work was limited to the piece-rate and reward systems only, but there is some workforce that has freelance jobs or sources of livelihood that generate income in addition to the salaries that they receive from the Holy Imam Hussein Shrine, and the financial aspect represented by the amount of the monthly salary has a major role in attracting an efficient workforce. And the specialized ones, in addition to the fact that the amount of remunerative salary contributes to the stability of the psychological aspect of the workforce, increasing their focus on work and their commitment to the organization, and not looking to search for other jobs that may negatively affect the basic work. Indeed, there is a lot of the workforce who left work in some institutions due to limited salary and moved to institutions with higher salaries.

It is clear from the results of the questionnaire form shown in Table (6) and Figure (5) that there is a large percentage of (69.63%) of the total sample size, with (454) employees out of (652) employees representing the sample size, who do not have a second source of income. In addition to their monthly salaries, which they receive from the Holy Imam Hussain Shrine, they depend entirely on it for their livelihood. The percentage of males among them was (68.04%) of the total size of the male sample, amounting to (381) employees, and the percentage of females constituted (79.35%) of the total size of the female sample, amounting to (73) female employees, and the reason is due to the increase in the number of working hours that exceed (8) hours and the change of work meals periodically between the morning, evening and night shifts for a large percentage of the workforce at the Holy Hussein Shrine, in addition to the contentment of some with the salaries they receive.

Table (6) Numerical and relative distribution of the workforce at the Holy Imam Hussein Shrine according to the multiple sources of income according to the results of the field study for the year (2022)

S	Multiple sources of income	Male		Females		Total sexes	
		number	ratio%	number	ratio%	number	ratio%
1	He has a second income	179	31.96	19	20.65	198	30.37
2	He has no second income	381	68.04	73	79.35	454	69.63
total summation		560	100	92	100	652	100

Source: Researcher, based on the results of the questionnaire forms.

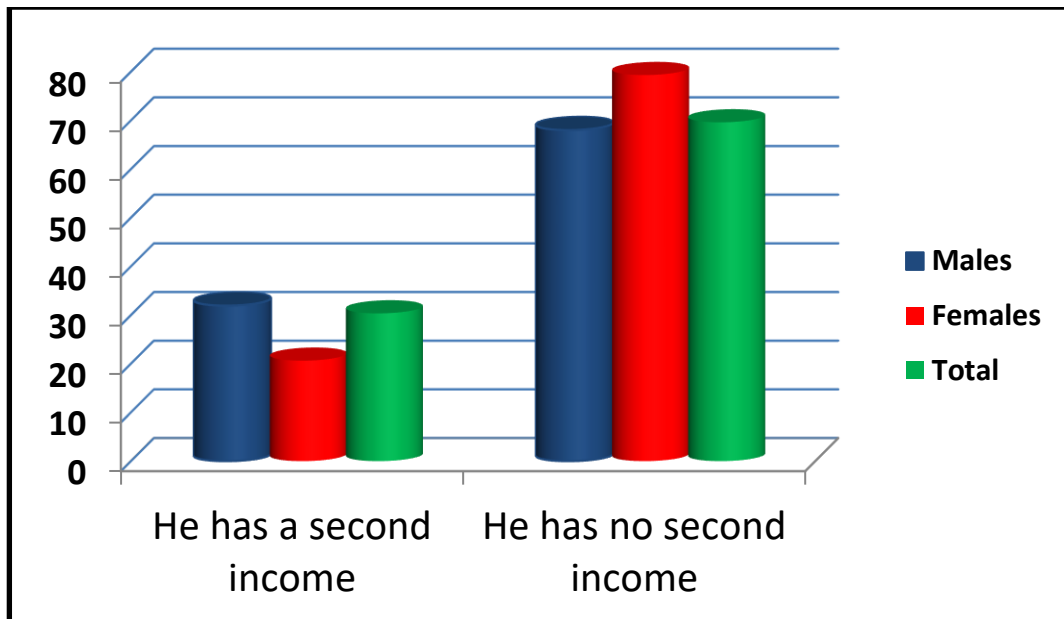


Figure (5) Percentage distribution of the workforce at the Holy Shrine of Hussein, according to the multiple sources of income, according to the results of the field study for the year (2022)

Source: Researcher based on data from Table (4)

As for the workforce that has a second income, whether through their work elsewhere, or performs freelance work, or has projects that generate income, or the law allows them to combine salaries, such as political prisoners and the families of martyrs, their percentage reached (30.37%) of the total sample size, which is (198). Employees out of (652) employees, the share of males who have a second income was (179) forms, and their percentage constituted (31.96%) of the male sample size, and the females who had a second income other than their salaries, their percentage constituted (20.65%) of the total female sample, which is (19).) is an employee, and this income may include the salary of the husband or wife.

Some workers may resort to working in a non-governmental place or practicing freelance work outside official working hours at the Holy Imam Hussein Shrine in order to obtain sufficient funds to support their families, especially those with limited salaries, as well as some who own certain professions or crafts that are in high demand among people. Continuous, such as grocers, butchers, blacksmiths, carpenters, repairmen of electrical and electronic devices, taxi drivers, and others. These additional jobs may take up large amounts of the workforce's rest time and clearly affect the productivity, activity, and vitality of the workforce, since humans have endurance that stops their physical and mental giving.

Conclusions

1. The percentage of the male workforce at the Holy Imam Hussein Shrine constituted (85.88%) and the percentage of the female workforce constituted (14.12%) of the total workforce. Most of the workforce of both sexes are between the ages of (18-63) years, except for (13).) A person over the age of (63) years.
2. There is a clear difference in the sectors of economic activities practiced by the workforce at the Holy Shrine of Hussein, as the percentage of workers in agriculture, fishing, and forestry constituted (3.53%), the percentage of workers in manufacturing industries (5.83%), the percentage of workers in electricity and water (4.75%), and the

percentage of workers In construction and construction (5.52%), the percentage of workers in wholesale and retail trade (9.36%), the percentage of workers in restaurants and hotels (10.58%), the percentage of workers in transport, storage and communications (13.04%), the percentage of workers in finance, insurance and real estate (8.28%) and the percentage of workers in services Public and social (39.11%) of the total workforce.

3. There is a discrepancy in the professional composition of the workforce at the Holy Imam Hussein Shrine, as the percentage of specialists, technicians, and those related to them was (19.94%), the percentage of legislators, administrative heads, and managers (2.92%), the percentage of executive employees, clerks, and those related to them (19.94%), and the percentage of sales workers (5.83%), the percentage of workers in services (26.53%), the percentage of workers in agriculture, forestry, and animal husbandry (4.29%), and the percentage of workers in production and those related to them and operators of transportation equipment and equipment (19.63%). As for those whose work nature was not specified, their percentage was (0.92%))

4. The percentage of those who work in their fields of specialization was (38.19%), the percentage of those who work in fields close to their specializations was (28.22%), the percentage of those who do not work in their fields of specialization was (28.68%), and the percentage of those who do not have specific specializations was (4.91%) of the total workforce.

5. The percentage of those who have a second income constituted (30.37%) of the total workforce, while the percentage of those who do not have a second income amounted to (69.63%) of the total workforce, and the percentage of (73.04) of the total workforce whose monthly salaries range from (600,000)) to (1,100,000) Iraqi dinars.

6. The projects of the Holy Imam Hussein Shrine constitute economic, social and cultural importance for the residents of the Holy Karbala Governorate and its neighboring governorates.

7. The Holy Shrine of Hussein and its projects and institutions were credited with attracting large numbers of the workforce, which led to a clear reduction in the unemployment rate in the governorate.

8. The Holy Shrine of Hussein has great financial capabilities and highly experienced human cadres that enabled it to establish many different projects in the governorate, and the experience, efficiency and integrity of the workforce was the secret to the success of these various projects.

Recommendations

1. Holding some specialized courses and technical workshops periodically for all workers at the Holy Imam Hussein Shrine, each according to his specialty, type and nature of work, and depends primarily on the results of these courses and workshops in the processes of promotion and adding incentives and honors.

2. Creating a formation (department or division) that includes a group of academics, experts, and specialists directly linked to the senior management of the Holy Shrine of Hussein and charged with the task of preparing studies and planning all projects in a central manner.

3. Creating a formation on the site (Division) linked to the senior management of the Holy Shrine of Hussein, whose mission is to document and archive all data and information related to the projects of the Holy Shrine of Hussein.

4. Establishing some projects that achieve economic integration and interconnection between different sectors, as in the Karbala feed factory, the Al-Maraj cardboard factory, and the medical supplies production factory.

5. Caring for the workforce as it is the engine of achievements and is responsible for managing all bodies, institutions and projects. This care lies in adjusting their salaries, paying attention to their health insurance, taking into account their conditions and working hours, and striving seriously to solve some of their problems such as (the problem of transportation, the problem of housing, and the problem of job dissatisfaction).
6. Allow employees who wish to complete their studies in the schools and universities of the Holy Shrine of Hussein, and reduce the fees for their studies or pay them in installments from their monthly salaries in exchange for taking a guarantee that they will not leave work after obtaining the certificate.
7. Working on health insurance to include the workforce and their first-degree relatives in the institutions of the Holy Imam Hussain Shrine, or reducing their treatment fees. This will reflect positively on the extent of their efficiency and strengthen their affiliation to the institution in which they work.
8. Reducing the variation in the number of workforce within economic activities and distributing professions and tasks according to academic specializations.

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