

Foreign Employment and its Impact on Human Resource Management for Supply Chains

Leqaa Shaker Abood¹, Salam Abdul Rahman A. Shalan Al Ibrahim²

¹ Department of Accounting, Madenat Alelem university college, Iraq

² Department of Financial & Banking Sciences, Administration and Economics college, University of Kufa

Abstract - The aim of the research is to determine the impact of foreign employment on Human Resource Management for Supply Chains of labor market in Iraq, the areas in which it operates, the reasons for its recruitment, the ways in which national employment can replace foreign employment and the reduction of unemployment in the size of the labor force. The research aims at finding out the impact of foreign labor on the labor market in Iraq, the fields in which these workers work, the reasons that led to their importation, and the ways that lead to the possibility of replacing the foreign workers with the national labor force. The research found that most foreign workers are of unskilled labor with less pay and longer working hours, and this justifies their recruitment, which means that local workers with skilled skills are more affected by the increasing numbers of foreign workers. Therefore, it is necessary to protect national workers against foreign labor competition. In the labor market through the establishment of strict laws protect the local factor and restrict the work of foreign workers and contribute to the stability of wage rates

Keywords: Human Resource Management, Supply Chains, Foreign Employment, labor market

1 . Introduction;

In today's competitive world, human element is one of the important tools for creating the organization's transformation and survival and achieving its goals and missions. In the meantime, what makes life a part of the transformation and guarantees the survival of the organization is human resources. The concept of strategic human resource management is based on the important role of human resource management that emphasizes the strategic nature of human resources and the integration of HR strategies with the organization's strategy. Human Resources Strategic Management is a way to decide on the intentions. Since 2003, the Iraqi economy has suffered from an imbalance in the labor market, represented by the increasing growth in the supply of labor versus

slower labor demand growth as a result of the weak capacity of the national economy to generate new jobs, as well as the lack of responsiveness of the supply to the demand, which has caused unemployment to rise to 28% and has taken, It's been a long time, and it's been getting deeper for years, and taking many forms, against a clear stagnation in the industrial, agricultural and productive sectors. The problem has been compounded by the foreign worker into the local labor market, especially the unskilled, whose existence has exceeded the actual needs of the national economy in the form that became an impediment to the national employment to get qualified jobs to do it. Especially that the foreign workers accept a lower rate of wages. Such cheap worker has become a favorite in the labor market and poses a real threat to local employment, as well as increasing pressure on goods and services such as health and public utilities, where they receive them free of charge or nominal charge and benefit from state support leading to increased public expenditure, which contributes to the high deficit in the overall balance of the State budget and to the reduction of its ability to provide more employment opportunities for citizens entering the labor market, as well as impeding human resources development programs. The importance of research in addressing the impact of foreign employment on the local labor market, in view of the large volume of such employment in recent years and its competition with national employment in the private sector, especially Iraq suffers since 2003 from high unemployment rates and attempts to find possible solutions of the problem. The problem of research into the acquisition of foreign employment on the local market composition, especially the unskilled, which goes beyond the actual needs of the national economy, has become an impediment to local employment, adding to the disruption of wage rates, which has led to the dismissal of some local employment and increased unemployment

rates. The study assumed that an increase in foreign employment, especially unskilled, would disrupt the labor market, reduce wages and increase unemployment in Iraq. The analytical descriptive approach was used through the collection of data from official statistics, reports, research, previous studies and Web sites.

2. The concept of foreign employment and its causes:

Before dealing with the concept of employment, work must be defined first and the work in the economic sense, and that is every voluntary mental or muscular effort made in the production of a good or service [1] and has also been defined as the conduct, activity or spend of energy, which runs due to regulated plan and requires doing of specified functions and it is intended to achieve a particular productive purpose, for a material or moral wage, and Western economists like Adam Smith and Ricardo believe that human work is the source of the value of things and services [2] the worker who works in a profession or business or who handles the affairs of a man in his funds and property, and plural of it : workers , his work, and the worker is everyone who has been associated with a business contract regardless of the type of profession he engages in, or is all

Who engages in a certain job whether that work professionally or literally [3] employment is the plural of worker and the concept of employment corresponds to the concept of labor force or manpower, namely, those who are employees and those without jobs, but who are seriously looking for work, non-staff category [4] Foreign employment are therefore defined as(Persons who are not born in the country and who has not its citizenship and who work or want to work ,and the most labor legislation regulates the employment of foreign workers by stipulating that they must obtain a license to engage in the work) [5]. This is what is stated in the draft Iraqi Labor Code, article 66 of which is the foreign worker: every natural person does not carry Iraqi nationality wants and works in Iraq as a public, private, mixed or cooperative worker [6]. There are several terms relating to foreign employment, such as expatriate employment and migrant workers, and, the expatriate worker in general, that individual who has come to a country other than his own for a particular purpose, whether he is coming to that state for the purpose of work, visit, tourism, etc.

"The United Nations Convention on the Protection of All Migrant workers and Members of Their Families of 1991, defines a migrant worker as a person who is or has been engaged in a remunerated activity in a state of which he is not a national". There are many differences between expatriate workers and migrant workers [7] the expatriate workers as a result of a formal contract between sending and receiving countries the contract includes the guarantee of wages, housing, health care and social welfare and determination of employment in terms of quantity and type determine the qualifications and competencies of expatriate workers for migrant workers includes;

- a. Workers who leave their country informally, without formal procedures and for different motives.
- b. Workers migrating to other countries without contracts or commitments.
- c. Migrant employment is subject to the conditions and laws of receiving States of these workers.

All social, economic and population research on the phenomenon of migration has been agreed upon and it represents the movement of man from one's home or environment to another or another for the purpose of livelihood or a living or any other reason.

If such a transition takes place across international borders, immigration is defined as external and occurs within the boundaries of one country is internal migration [8] According to the economic interpretation, the motives that drive people to migrate are described as economic motives. Migrants are mainly looking for a livelihood and reasons for living with this, of course, from the immigrant to the point where he finds work. Migration in general tends to be from areas where there are no opportunities for economic progress in regions where such opportunities and this approach depend upon in its analysis of the phenomenon on the factors of expulsion and attraction as the immigrant leaves his homeland in search of work because of the state of attraction in the host country

3. The Economic Effects of Human Resource Management

The beginning of the examination of the economic effects of population migration and the international labor force have emerged in the 18th century at the hands of some economic thinkers, who discussed the relationship between population and economic resources, where economic and social theories prevailed during that period, emphasizing that the size of a country's population was determined by the availability of basic living resources and that the optimum level of population was the balanced form with pension resources. In this case the immigration considered from the factors that effects on the optimum population (whether , increasing or decreasing), which in turn affects what is available from the resource in the country, "Townsend" and "Cantillon" considered that migration is one of the factors influencing the imbalance between population and living resources, but this t imbalance is temporary the balance quickly returns, after the effects of migration on labor supply, wages, living standards and the rate of population increase [9], Migration has strengthened global economic growth, contributed to the development of nations and societies, enriched many cultures and civilizations, and has continued to play an important role, whether at the national, country or global level. Migration derives its importance from the fact that (232) million international migrants make up 2.3% of the world's population until 2013, and this number has grown steadily since 1990 and in many developing countries, migrant remittances are an important source of income more than official development assistance or foreign direct investment in most parts of the world, migrants are not only used to perform jobs that are not performed by the country's original owners, but also employed in

high-value activities where indigenous people lack the skills to perform, as well as the contributions of migrants to the welfare of countries of destination, also have an important role to play in supporting development and poverty reduction in countries of origin and despite these positive effects, they have some negative effects that may arise in the economies of sending and host countries and we can review some of the positive economic effects of foreign employment or (migrant) for destination countries (host countries), countries of origin or (countries of origin or sending countries), as follows;

3.1 Positive Effects of Foreign Employment

3.1.1 Countries of origin (Sending Countries)

Transfers of knowledge, skills, experience, ideas and culture from the diaspora states are an important means of benefiting the country of origin of expatriates, which have a positive impact on human capital in countries of origin, and the abilities of migrants to transfer knowledge, skills and experience to the country Origin, differ depending on the quality of those experiences and their compatibility with the required experience in the country of origin, as well as the quality of the channels provided by the countries of origin to facilitate the transfer of such expertise [10] Workers ' remittances are also one of the most important financial flows to support the reserves of countries of origin of foreign currency and to eliminate the imbalance in the balance of payments, a portion of these transfers could be invested, which would add to the positive effects on the economy of the sending countries. On the other hand, the sending states do not deny the importance of migration of workers to alleviate from the unemployment level [11]. The value of foreign employment transfers in the Arabian Gulf States from all the world's countries amounted to 80 billion dollars a year at a minimum and of 100 billion dollars in the latest statistics, 2.6 percent of the GDP of the gulf, and thus internationally the highest of the relative importance.

The importance of remittances and their impact on development is also one of the most important financial flows worldwide in supporting economic development in their countries, where flows of migrant remittances exceed the volume of foreign aid flows and come directly in volume after direct foreign investment flows, remittances also represent an important tool that can contribute positively and effectively in the development of the economies of receiving countries, provided that the appropriate environment and motive government policies are in place to enable them to fulfil this role.

3.1.2 Countries of destination (Host Countries)

The impact of workers ' remittances in countries of destination is linked to the size of the foreign employment, skill and her direct role in economic activity. In general, such foreign employment

contributes to GDP through its direct productive role as a component of production and by increasing expenditure on consumption goods and services and thus increased aggregate demand of the host States [12]. A study of the GCC countries found that the availability of low-paid foreign employment contributed to facilitating the start of small and medium-sized enterprises in the countries of the region and the presence of foreign manpower keeping prices of goods and services low and fairly stable the availability of such low-wage employment reduces the cost of production of companies and enterprises, the cost of wholesale and retail trade and the cost of storage, which contributes to lowering the price of goods and paid services by the consumer [13] and workers' remittances has a positive effects on the sending states, particularly if they have financial surpluses, remittances help them to manage fiscal surpluses in accompanied by reduction of inflationary pressures that may arise from financial surpluses remaining in their economies without being used for productive activities and contributing to the revitalization banking services for remittance in sending states where workers' remittances diversify and develop regular remittance channels and thus increase the efficiency of these services in terms of rapid transfer of funds and lower cost

3.2 Negative Effects of Foreign Employment

3.2.1 Countries of Origin (Transmission):

The migration of the sending countries to unload important sectors of skilled labor and create a real deficit in certain professions and skills and the remittances of migrants do not compensate for the cost of training and rehabilitation of these immigrants, and this has led to employ less skilled employment and a high cost of training and rehabilitation, and it has not stopped at this solution ,but extended in some sectors to rise the local wages as a result of the severity of the shortage of some of the required skills which led to inflation which in turn absorb a large part of the benefits arising from of the migration [14].

3.2.2 Countries of Destination (Host):

These countries consider the economic benefits of the recruitment of foreign employment to be negligible, as these workers tend to be inclined to save, thereby increasing the process of remittances, this deprives the economies of these countries of the re-pumping and recycling of a large part of the

revenues of foreign employment into the economy and leaked abroad which effects on the gross domestic production (GDP) and income foreign employment also places pressure on goods and services to receive the various state services of education, health, services and facilities free of charge or at nominal prices, as well as their access to subsidized goods for citizens ,this is a kind of increase in public expenditure and the pressure on services for these citizens of the State, as well as the obstruction of the plans and programs for the rehabilitation and employment of national cadres, because there are trained, ready and cheap expatriate workers at the same time, which leads to an increase in unemployment rates in these countries [15, 16].

Third: Analysis of the impact of foreign employment on the labor market

Any market of markets consists of two sides representing the supply side and the demand side, and the thing is the subject of exchange in the market may be the product of a good or a service. In the labor market, the Labor service is considered to be the place of exchange in this market and cannot be separated from those who perform it. The labor market is defined as the place where both buyers and sellers of labor services, and the seller in this case is the worker who wish to hire his services, the buyer is one who wants to get the employment services. The labor market may also be defined as the market responsible for the distribution of employment to jobs and the coordination of available employment decisions, through which the expected volume of labor demand can be predicted by employers and can also be estimated employment supply by different professions and disciplines [17] and the demand for labor such as demand for any other production element depends on several factors, including the volume of production, the prices of production elements, the level of technical change, etc., and there is an inverse correlation between the demand for workers and wages and the offer of work is work item

in the market any job seekers there is a correlation between the job offer and the wage rate and when the width curve is met with the demand curve the wages and equilibrium partitioning are determined [18] and as in figure (1) at wage W, The working hours that the workers wish to view are equal to the working hours required by the producers and When paid less than the equilibrium partitioning wage,

there will be a surplus asking for any number of jobs offered larger than the number of people willing to work and at higher pay than the wage equilibrium partitioning there is a surplus showing the number of jobs offered is the lowest number of people willing to work [19].

Foreign employment effects on the curve of the job offer by turning it into the right and creating a new display curve of S "including foreign employment plus local employment, low pay for equilibrium partitioning because of the increased supply and determines at point E" instead of point E, the increase in the number of workers has reduced the pay rate from W1 to W2. One recent study has found that the impact of foreign employment on wages is very low: 10% increase in foreign employment reduces the wages of citizens by 1% and the study assumes that cities with an increase in the number of foreign workers are cities with a strong local economy and have growing employment markets results in shifting the demand curve to the right from DD to DD "as the display curve work moves to determine a new equilibrium wage at point E" is the same as the original wage at E i.e. the increase in the labor supply to SS" which was due to foreign employment increased the demand for work to DD" with the steady rate of "E" [20] It should be noted that the assumption of the previous study on the existence of growing labor markets is not found in most Arab countries and Iraq, especially unemployment in the Arab region is among the highest in the world, especially among young people [21], who represent a large proportion of the population and have a direct influence on the labor market. Which creates pressure on basic infrastructure and services, posing a challenge to stimulate economic growth and create new jobs that accommodate new arrivals to the new labor market. In addition, the pressure on the labor market, public services and the infrastructure caused by some 30.3 million migrants to the Arab region until 2013 from pressure on Infrastructure, public services and labor market.

4. Foreign employment and manpower in Iraq.

4.1 History and development of foreign employment in Iraq

4.1.1 Foreign employment before 2003

The movement of the labor force in the Arab world in general after the Second World War, exactly in the late 1940s. and the movement of Arab Labor forces started From every country to last limited until the end of the 1950s last century [22] and expanded after the discovery and boom of oil in the 1970s, these migratory trends continued during various degrees of economic growth and the gradual establishment of economies dependent on services in many countries of the Arab region. The Arab States have adopted two different policies in the recruitment of foreign employment, including the policy of protection, by imposing strict restrictions on freedom of entry, employment and residence and the other open-door policy and allowing unrestricted movement of Arab labor and capital, owing to the ideological motivation of the systems, the Arab Union in the realization of the Arab unity in that period and Iraq is one of these countries which has developed for the Arab worker in the work of two great advantages the Arab worker was a citizen, a right to work, movement, equality with the Iraqis and the right to invest and own property in accordance with the requirements of the stage that characterized with the rise of Iraqi oil exports and the rapid growth of various economic activities and the development of national development plans aimed at increasing the number of workers according to the needs of the five-year plan estimated (513722), workers while the supply of the labor force (216051) from the graduates and this means that the estimated deficit amounted (297671) worker and that the gap between supply and demand for the labor force has increased significantly during the Iraq-Iran war and the concomitant recruitment of human energies, which has led to increased reliance on expatriate labor, the most important characteristic of which is its lack of skills and hence its dependence on to operate the daily service. The private sector has been able to provide a large part of its manpower needs from the Arab expatriate workforce, especially during that period [23]. The factories and farms were filled with foreign workers and the Arab expatriate Labor began to spread to the simple business market, where most of them were

construction workers and farmers, some of whom worked in government occupations, until the number of Egyptians working and living in Iraq before 1990 reached more than four million, while the Sudanese numbered about 3 million, and the labor market attracted other nationalities such as Bangladeshis, Indians and others only ,the second Gulf War and the economic blockade suffered by Iraq in the 1990s prompted most of them to leave for other states or return to their countries of origin

[23]. International Statistics (International Migration Report 2015) indicate that there are approximately 83.638 workers in Iraq in 1990 from different nationalities, the largest number of them belonged to five countries: Iran, Palestine, Egypt, Jordan and Syria. Total migrants rose to (146.910) in 2000, returned to 83,111 in 2010 and rose again to (95,780) in 2013 (United Nations,2015) as shown in table 1.

Table 1 Numbers of foreign employment in Iraq for the period (1990-2013)

Year	Number of foreign workers	Employment rate of total population	States with the greatest number of jobs
1990	83.638	0.5	Iran, Palestine, Egypt, Jordan, Syria
2000	146.910	0.6	Iran, Palestine, Egypt, Jordan, Syria
2010	83.111	0.3	Iran, Palestine, Egypt, Turkey, Jordan
2013	95.780	0.3	Iran, Palestine, Egypt, Turkey, Jordan

Source /United Nations and international Organization for Migration,2015 report on international migration and displacement, migration, displacement and development in a changing Arab region, p. 36

the decision No. 80 of the Council of Ministers of 2013 amounted (88263) worker of (916) company in 37 state enterprises accounted for (94.6%) of the total foreign employment for 2017,and this means that the largest proportion of foreign employment in the public sector, it should be noted that the recorded and updated data for a time series are only for foreign employment contracted by public sector companies, while the private sector and housekeepers are cumulative number there is no development of their numbers within a specific time series. Table 3 shows the number of foreign employment contracted with state enterprises, which in 2013 totaled (106729) workers in 2013 in 53 ministries and institutions, and the number of contracting companies was 961 company and the number of foreign employment increased to (131357) in 1014 from 53 ministries and then decreased to (87274) worker in 2015.

The decrease in the number of workers was accompanied by a reduction in the number of ministries to 45 ministries and institutions, a decrease in the number of companies to (742), and the number of workers returned to rise to (116031) worker in 2016, bringing the number of companies to 969 company, and the number of foreign employment in 2017 to (88263) worker.

4.1.2 Foreign employment after 2003

No detailed data on foreign employment were available after 2003, and there was no one responsible for their follow-up. Neither the Central Bureau of Statistics nor the Ministry of Labor and Social Affairs have a database on foreign employment, but the Ministry of the Interior, the Department of Residence, has not registered their number until 2006, after the announcement of the Investment Act No. 13 of 2006, which held foreign investors accountable to the Ministry of the Interior for residence and the Ministry of Labor and Social Affairs to obtain work leave and the figures were conflicting with the actual amount of foreign employment in that period only as stated the Bangladeshi and Indian governments on the presence of (40) thousand Bangladeshi workers and (30) thousand Indian workers up to 2014 (Basma,2015) As for the official statistics already registered in the Ministry of Labor and Social Affairs, the numbers of foreign workers reached (93,232) until 2017, these numbers were distributed among the housekeeper, amounting to (699) housekeeper and employees by private-sector companies (4270) employed and companies contracted with state institutions in accordance with

Table (2) Number of foreign employment contracted with state institutions for the period (2014-2017)

Year	Numbers of foreign workers	Number of ministries and institutions	Number of companies
2013	106729	53	961
2014	131357	53	1081
2015	87274	45	724
2016	116031	43	969
2017	88263	37	916

Source// Prepared by researcher based on statistics of the Ministry of Labor and Social Affairs, foreign Employment Department , Baghdad, 2017

to the labor market, including the increasing growth in the supply of labor caused by many reasons, including the return of displaced persons before 2003 and increased rural-to-urban migration and the concomitant increase in the number of job-seekers, as well as the demobilization of hundreds of thousands of army and police, and the improvement in wages and salaries has led many of those who have left their jobs to return to it.

In addition to increasing women's entry into the labor market as well as an increase in the annual population growth rate, toward there has been a slowdown in the growth of labor demand due to, among other factors, weak investment rates, weak capacity to generate new jobs and modest levels of production, which have exacerbated the unemployment problem, especially among the young and educated. The unemployment rate was 28.1% in 2003 and began to decline gradually to 15.34% in 2008. Statistics indicate that the unemployment rate remained at 15% until 2015, rising to 16% in 2016 as in Table (3)

Table (3) Unemployment rate in Iraq for the period from(2008-2016)

Year	Unemployment rate
2008	15.3
2009	15.2
2010	15.2
2011	15.2
2012	15.3
2013	15.1
2014	15.5
2015	15.5
2016	16

source; Ministry of Planning and Development Cooperation, Central Organization for Statistics and Information Technology, 2017

In addition to the structural unemployment caused by the failure of operational policies, irregular labor market and the weak potential for economic activity, the unemployment rates have been masked by the state's expansion of its staff, especially in the military and police sectors. The number of employees in the public sector has increased to 6

In addition to the numbers of official or registered employment, the numbers of unregistered or illegal foreign workers may be higher than legitimate employment, because the Government's consideration of foreign companies operating in Iraq to bring in a maximum of (1,000) workers has not been adhered by some companies, but they have been circumventing the law and bringing large numbers of up to (5,000) workers are distributed in the market by agreement with some private offices. The Ministry of Labor and Social Affairs has estimated that the foreign workers exceeded (180) thousands of foreign workers who have not received work approvals are considered violators of the law, which employers must pay the price of irregularities.

4.2 The labor force and the local labor market:

In the aftermath of the 2003 political events, Iraq has undergone drastic changes in the whole spectrum of economic life, particularly with regard

million in the state apparatus and 1.5 million armed forces in 2011, As well as other types of friction and seasonal unemployment, the problem is further compounded by the increasing the number of foreign employment as previously reviewed (93 thousand employees with official approvals and 180,000 informal workers)

5. The impact of foreign employment on the local labor market;

Foreign employment has contributed to disrupting local labor markets by competing for local employment in various forms that have been randomly recruited without any study of their consequences and negative effects on the local labor market, concentrating most of them are mainly Asian in the services sector, such as contracting, construction, construction, cleaning and other private sector enterprises, where they are characterized by several characteristics that make them acceptable to a large number of corporate, business, corporate and private sector institutions, such as low level education and cultural and hence the expatriate does not apply for high wages and accepts work in conditions which the Iraqi citizen cannot afford or accept the work wages given to him ,The cost implications for foreign employment of private employers can be seen in the additional payments that could have been paid to local workers such as overtime, payment for holidays, allowances, bonuses, allowances, etc. ,Therefore, foreign workers became more favored by local workers. These occupations were associated with foreign nationalities, which caused social embarrassment for those working in Iraq, especially modest occupations such as cleaning and working in restaurants., and not only at the private sector level and the impact of foreign employment extended to companies contracted by state institutions and ministries, which now take the jobs of the local labor force which the State was taking on to provide employment opportunities for them, especially unskilled and uneducated workers, and Baghdad municipality in 2011 gave a contract worth 31 billion dinar to a Turkish company to remove the waste and clean the governorate this situation has led to the dismissal of Iraqi cleaners who were previously employed by the government with daily wages without health insurance , or the payment of pensions, as the Turkish company replaced them with Bengal workers and other cheap manpower and contracted again in the year 2013 with Lebanese company of 18 billion dinars a year and the contract was accompanied by the dismissal of more Iraqi workers and the reduction of the wages of the rest and in Basra Governorate, the local government contracted with a Turkish company in 2010 to clean up the governorate center and then contracted with Kuwaiti company in 2014 for a total of 207 billion dinars, which led to the dismissal of 7,000 workers in a day. This also

occurred in governorates of [21]. This confirms that the majority of imported foreign employment is unskilled employment , which does not justify the recruitment of foreign employment laws , which requires the use of skilled and capable non-national manpower and excellent efficiency in order to reach the good implementation of the investment project, especially if the national labor force is in more than one area that has no experience and does not have the scientific and technical qualifications, as confirmed by the Iraqi Investment Law No. 31 of 2006, which means that local ,low skill workers are most affected from foreign employment because the services market is an attractive market for that category of local employment, considering the expansion of the market in recent years due to the decline in agricultural and industrial production and national industries that were competing the imported products that were one reasons for the increase in the unemployment rate in Iraq of "commodity dumping" resulting from the entry of large quantities of goods and commodities into the country at cheap prices has been the freezing of factories and plants, which led to their closure and layoffs.

6. Conclusions

- a. Iraq suffers from a high unemployment rate and an imbalance in the labor market, exemplified by the growth in the supply of labor in exchange for a slowdown in demand for labor due to a number of factors, notably weak investment rates and weak capacity to generate new jobs.
- b. The weak role of the private sector in the national economy and its inability to generate employment, as well as its lack of attraction to local workers, preference for less paid and more obedient foreign employment and longer working hours.
- c. The majority of foreign employment is unskilled employment, and this does not justify its recruitment. Foreign employment recruitment laws require the use of a non-national labor force with distinctive skill, capacity and competence, which means that locally skilled workers are more adversely affected by the increasing numbers of foreign employment.
- d. The phenomenon of illegal employment has been an uncontrolled problem so far. The numbers of unregistered or illegitimate foreign workers may be higher than the legal employment,

which has been estimated by groomed to be more than 180,000 foreign workers who have not received employment approvals.

Recommendations

a. The need to protect national employment from competition of foreign employment and its crowding in the labor market through the establishment of stringent laws protecting the domestic worker and restricting the work of the foreign worker and contributing to the stability of the wage rates as defined by Algeria in the Act on the Regulation of foreign labor by fixing the salaries of foreign workers in accordance with the National series of salaries for Algerian jobs, taking into account their qualifications and professional experience. In application of this, the government has paid the salaries of foreign professors to the Algerian professors, whose salaries have been taxed in the same manner as Algerians.

b. The State should develop medium-and long-term plans for the replacement of foreign labor by the National labor force, in the same way as the Arab Gulf states, which have developed strategies to deport foreign employment and replace them with local employment.

c. To develop a long-term plan to harmonize among the educational and training outputs with the need for the labor market and to expand the establishment of institutions and training programs for the unemployed and to expand the base of training and technical and vocational rehabilitation in accordance with the needs of the labor market, its development and attention to the issue of production and increased productivity and human development.

d. The Ministry of the Interior shall establish inspection committees to eliminate illegal foreign employment in companies contracted by the public sector in order to ensure that foreign workers are in a position to obtain the required license, to verify the licenses, the validity period and the expertise they possess, that are not available in the Iraqi worker as well as the employment offices to ensure that they have access to work permits and to recruit foreign workers.

e. Activating the role of the private sector in the creation of employment opportunities by providing financial assistance and legislation

governing its activities in coordination with the relevant unions and ministries.

f. The Jordanian experience, which obliges the employer to pay a fee for the public interest and enters in the state treasury, is to be determined by the system and allocated to the employment and vocational and technical Training Fund, which imposes additional financial burdens on the employer in order not to use the foreign worker except for an urgent necessity.

g. It is essential that the Ministry of Labor and Social Affairs, like the rest of the ministries in the Arab countries, develop a detailed database on foreign employment in terms of numbers, nationality, age, sex, certificate, place of work, etc., so as to allow for a more accurate study of this phenomenon and knowledge of the events and processes of each Year as an essential source for economic policy makers and for measuring and the effectiveness of policies applied in reducing or directing it.

References

- [1] Abd al-Rahman. A. Abd, Foreign employment and its social and political impact on the Arabian Gulf region, Madboli Library, P. 3, 1997.
- [2] Abdelmuttalib. H. S., Analytical study of the reality of expatriate labor in the Kurdistan region of Iraq: the city of Erbil as an example for the Year (2008-2013), Zanco acadmic journals, P. 108, 2014.
- [3] Abdul Baqi. I. & others, Expatriate labor and its impact on unemployment in Sudan for the period 1999-2010, Master Thesis, University of Sudan, School of Business Studies, p. 30, 2011.
- [4] Arab Labor Organization, Movement of labor among countries in the Arab World, international Organization for Migration, p. 5.
- [5] Arab Labour Organization, 2015, Study on the reality and prospects of the Movement of Arab Manpower, 20, yonyo, P. 6, 2011
- [6] Arab Monetary Fund, 2006, Consolidated Arab Economic Report, First edition, P. 186.
- [7] Basma. R. O., Expatriate workers in Iraq Causes and effects, field study in Diwaniya city, Uruk Magazine, vol. VIII, No. 3, Faculty of Arts, Qadisiyah University, P. 630, 2015.
- [8] Dalal. M., 2017, Expatriate manpower in the economics and visions of GCC-, Center for

- Development Policy, Constant and Transformation:, p. 186, 2017.
- [9] Emad. al-A. & Al Hashimi, The concept of working for workers and its relationship with their motives in the industrial work by satisfying the material incentives, Field study in tax department, city of Constantine, PhD dissertation, p.18, 2012.
- [10] Haidar Abd. & Jamal A. F., Expatriate labor in the labor market of countries and selected with special reference to Iraq - benefits and costs, Master Thesis, University of Mustansiriya, 2015.
- [11] Hammad. Al., Labor economics, College of Business Administration, King Saud University, 2010.
- [12] P. Byuvol, L. Gabsalikhova, I. Makarova, E. Mukhametdinov, G. Sadygova, "Improving the Branded Service Network Efficiency based on its Functioning Evaluation", Astra Salvensis, Supplement No. 2, p. 373, 2017.
- [13] Azad N., Ghandvar P., Rahimi Z., "Online Search Behaviour of Customers in Shoe Market", Astra Salvensis, Supplement No. 2, p. 793, 2017.
- [14] Jassim. H., Expatriate workers in the Gulf states: Reality and its future, Al Jazeera Center for Studies, Sep 6, P. 6, 2015.
- [15] Karim. M. al-H., Principles of economics, Legal Library, Baghdad, p. 122, 2011.
- [16] League of Arab States, regional report on Arab international migration, international migration and development, Cairo, p. 1, 2014.
- [17] Ministry of Labor and Social Affairs Department of Employment and Loans, Foreign Employment Unit, 2017.
- [18] Ministry of Planning and Development Cooperation, Central Organization for Statistics and Information Technology, Baghdad, 2017.
- [19] Salem. M. M., Legal regulation of foreign workers ' work side in the light of Iraqi Law of investment No. 31 of 2006, Faculty of Laws/University of Nahrain gun, N3, P. 288, 2015.
- [20] Samwillson & Hand Ross, Macroeconomics, Lebanon Printing Press, First edition P688, 2010.
- [21] United Nations and the International Migration Organization (IOM): Migration, displacement and development in a changing Arab region, P. 36, 2015.
- [22] Uodaha. U. & Abdul Karim. Al., Wage determinants and their impact on employment in Algeria (a thesis submitted under the requirements of the Master's degree in economics, Faculty of Economics and Management Sciences), Algiers, p15, 2011.
- [23] Zimam. N. & Saeed. H., The migrant workforce between legal framework and explanatory theoretical framework, issue4, APR, P. 3, 2016.