

Effects of globalization and the future of human resources in Arab countries

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Abstract

Although there are many aspects in the global economy that differ in economic activities, local and international, that the economy is still divided into countries of the North (developed countries) and South (developing countries), for the entry into force of the law of specialization and the international division of labor. Despite the assistance and economic developments associated with the development of infrastructure of developed economies, the development of infrastructure of developing economies are still under the influence of this law. In addition, globalization has contributed directly and indirectly in the promotion of this Act under the umbrella of the technological developments and new scientific information revolution that has emerged and communication between international economies, which limit the distance (gap) between the north and south. However, it is still a big gap between the two parties, despite the benefits achieved as a result of economic globalization and technological global economy, while the negative effects of globalization on the Arab economies, directly and / or indirectly, led to an increase of the structural imbalances of economic structure and infrastructure conditions in these economies. Thus, it can not solve these problems in the manner that facilitates these countries to reach development goals, and the elimination of the gap with developed countries.

So we find that these economies despite the high rates of economic growth, but where this was not linked to the promotion of development where the building, did not fit associated with the generation of employment and investment opportunities. This was not growth enhanced "the important role of public and private sectors, as far as Maazz certain sectors, especially the oil sector, enhanced to generate economic growth. This sector is facing repeated crises in the international oil market. Which led to the creation of more crises, but the problems remain unresolved. especially high rates of unemployment in size "and the percentage of" especially in the Arab labor markets. Although there are some solutions in the framework of economic policies, in general, and labor policies, in particular. But these solutions are temporary, and that it is appropriate to promote the proper construction of development.

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Introduction

This research focuses on the importance of human resources as a positive element in the process of economic development and growth. However, the effects of globalization in which the direct and indirect relationship between labor markets (markets for a certain amount of work required by the various economic sectors), and the prevailing wage. However, the relationship between labor markets and globalization is a clear relationship, which is evident through the high or low rate of unemployment in the developing economies in general and the Arab economies in particular. The researcher believes that a high percentage of unemployment in Arab economies is higher than the normal limit is due only to the failure of economic policies in these countries, let alone outside influences. Especially that the Arab economies are open economies are not immune to these policies, which seem to leave a positive and negative effects on the economies of those countries. Finally, the research focuses in part on the policies to tackle unemployment in Arab countries.

The importance of research

However, in general, globalization generates economic and financial crises, the positive and negative effects of this globalization will leave the effects on global economies.

The scientific and technological revolution, including information and communications that support the economies of Arab countries, and dealing with the results of this revolution, which led to the improved performance of national economies.

On the other hand, the negative effects of globalization on Arab labor markets. For example, the traditional work force trained and educated local curriculum and services that are associated with non-productive and that can benefit from globalization in the possibility of changing trends and the prevailing mode of production.

Research problem

That the volatile economic growth in Arab countries is still connected to the "global economy, any move in the global economy. Awanakassan increase is reflected on economic growth are volatile in the Arab countries, this Mini to human resources, linked with economic growth in the volatile Arab countries.

On the other hand, economic growth in Arab countries, in itself, is suffering from the slowdown. This has left its impact on labor markets, especially unemployment, women's participation, and employment of

young people entering the labor market for the first time, and that his son's high rate of unemployment in the economies of Arab countries, which is a challenge, "a large, leading to government intervention for economic growth and how it relates to various economic activities and not on the side of the oil (rent) only.

Research hypothesis

The lack of human resources development, education and rehabilitation, leading to the failure to achieve economic and social objectives and is behind the decline in economic growth and increased unemployment rates on the other.

Research objectives

Researcher seeks to reach out to the following:

- (1) View of the nature and characteristics of globalization.
- (2) View of the nature and characteristics of Arab labor markets.
- (3) explore the nature of economic growth in Arab countries.
- (4) dealing with the causes and the unemployment rate in Arab countries.
- (5) deal with the Arab countries through the work of economic policies and what it did for high unemployment.

Research methodology

Researcher will use the inductive methodology to get to the verification of the hypothesis search, you are correct or not.

Structure Search:

1. Theoretical framework for research.
 - (1-1) of globalization, the challenge, trends and the tool.
 - (1-2) Market work.
 - (1-3) unemployment.
2. Arab labor markets
 - (2-1) the distinguishing characteristics of Arab labor markets.
 - (2-2) characteristics of the labor force in Arab countries.
 - (2-3) the increasing pressure on the labor force in Arab countries.
 - (2-3-1) population growth.
 - (2-3-2) women's participation.
 - (2-3-3) the level's education.
 - (2-3-4) Distribution of workforce sectors.
- 3 . low (volatility) of economic growth and reduce employment opportunities.

(3-1) rates of economic growth.

(3-2) widespread unemployment and disgusted unemployment.

(3-3) low labor productivity.

(3-4) low rates of real wages.

(3-5) education, low productivity.

4. The future of human resources in Arab countries.

(4-1) analysis of the actual human resources.

(4-2) changes required to treat the problem of unemployment.

(4-3) discussion of Human Resources Development Strategy.

5. Conclusions.

1: theoretical framework for research (conceptual 09

1-1: Globalization

There are various definitions of globalization, but the most popular "is to increase the movement of people and goods, capital and ideas due to increased economic integration which in turn is driven by increasing trade and investment. Where they are heading towards those who live in a world without limits. Which means, that the market will be the editor of the restrictions, and this affects the market positively or negatively, including labor markets, especially in Arab countries.

On the other hand, globalization has a positive impact on the global economy and the economies of Arab, because the consequences of globalization in Tqlbes space and time and disappearing borders, linking people's lives more strongly and more intensity, more than ever 1. Moreover, the negative effects of globalization, because it leads to confusion in Alasouk, including labor markets, thereby raising the unemployment rate in Arab countries.

At the same time, globalization has a positive impact through new markets and new tools and new teeth, and new rules 2, and open many opportunities for millions of people around the world, increased trade, new technologies and foreign investments, the media and the expansion of communications over the Internet and to stimulate economic growth and human progress.

1 - United Nations Development Programme, Human Development Report 1999, Oxford University Press, 1999, 2 - 1 pp

2 - Ibid.

Has faced many challenges of globalization as seen by their owners. We can divide these challenges

Into two types:

First, find where opposition to the rules of the institutions of governance and strong local and national, because with globalization, ethics, sustainability, equity, inclusion, human security, strengthening and development 3

Second, Arab countries face the effects of globalization, where the flow of all the features, skill, learning, new technologies, etc., as the labor markets in Arab countries are not yet ready to accept.

The role of this negative impact on labor markets, is the guarantee for the expansion of the gaps between the labor markets in Arab countries and the global markets. This is also "not a guarantee of a further influx of foreign investments in Arab countries.

The trends of globalization with more rules and institutions that provide integrated global markets, there is a need for strong local governance, rules and institutions.

And uses some means of globalization (tools) to influence the international economy through foreign investment, new technologies, and the media to expand, and galleries online, as well as information and communications.

Globalization has generated economic and financial crises, this crisis will have effects on the economies of the world, especially the Arab labor markets and the flow of foreign direct investment. This means that globalization will pose a threat to the global economy, including the Arab economy, by making deep structural imbalances in the Arab economies. This will cause an increase in the rate of unemployment.

1-2: Market work 4

Can be defined as a case where the labor market is a supply in the labor market to meet with a demand for labor, to determine the amount of work and wages within the market. They are workers who have the desire and ability to work the prevailing wage. The work also features vary between economic activities and non-economic that constitute the national economy.

There are many factors that affect labor markets: the real wages, education, training, skills, experiences, environment, economy and security, etc. The demand for labor is derived from the demand for commodities and, when equal to the supply and demand for labor is determined by wages, and the worker decide If you accept this reward or not.

3. Ibid.

4. Is the definition of the work force or the workforce as the number of individuals in age (15-65) with the exception of those in the military, who are working or looking for employment opportunities. Participation rate is the number of people in the labor force divided by the number of the adult population in institutions or by the adult population of working age and not institutional. www.laboreconomics-wikipedia-and-encyclopedia.mht

The labor market is to filter work items from the market to accept work only, and others will be out of the market, a situation which is called unemployment. Although workers who want to work in the current salary is in the range of working age, and have the desire to work in the current prevailing wage, but they did not find it, especially in the Arab labor market. There are many factors that determine business requirements and these factors vary among the Arab countries, but common to the labor market is determined by factors of economic and social impacts in situations common and that is very bad, "and this will be reflected in the rates of economic growth. Through the percentage of unemployment in the countries Arab and not a concept used in many labor markets, when it is determined by employment based on the marginal revenue product (MRP) of the work. This means, that the Arab labor markets determine wages current (cash) only and not real wages, and therefore pay the current lower the level of per capita income (per capita GDP). This point is very important for economic growth, which means that it is not possible to increase the rate of real economic growth in a permanent and stable.

1-3: Unemployment:

We can distinguish between the level of unemployment and the unemployment rate, as follows:

Levels of unemployment is the labor force minus the number of people working at the present time, whereas, the unemployment rate can be defined as the level of unemployment divided by the labor force. The level and the unemployment rate depends on the flows of people unemployed job seekers and the number of workers who lose their jobs, plus "new workers to them, and the influx of people who find new jobs and people who stop looking for jobs.

There are several types of unemployment that have been identified, and included 5:

1. Frictional unemployment: This reflects the fact that it takes time for people to find new jobs, which need to be resolved, for example, technological advances and changes their.
2. Structural unemployment: This reflects the mismatch between the skills and other attributes of the work force required by employers.
3. Natural rate of unemployment: This combines the frictional unemployment and structural unemployment, which excludes the contribution of periodic unemployment, such as recessionary. This is the lowest rate of unemployment in a stable economy can expect to achieve.

4. Unemployment, lack of demand: In Keynesian economics, any level of unemployment exceeds the natural rate is probably due to insufficient aggregate demand in the economy, during the rebound (withdrawal) 6.

Question at this point is: what are the factors that have an impact on the volume of economic activity?

All countries, both developing and developed countries, taking into account the level of progress that takes the size and level of work, as a variable independent of the size of economic activity in sectors of existing patterns of production are considered. It is assumed, flexibility and harmony with the existing variables, for example, a dynamic and structure of the labor force, including the skills and specialization, and flexible wages. This condition is achieved when the workload is independent of the size and level of production and the value of effective demand.

There are many factors that have impact on the unemployed 7, such as:

1. Reduction of complement factors, because of low stocks and capital formation and the failure of the power of the organization.
2. High rates of population growth and increasing the participation rate due to lower working-age debutante, which exacerbate the imbalance between supply and demand on the labor force.
3. There were defects in the structure of the labor force in Arab countries. This means, that the level and skills of the workforce is not useful in the methods of modern production.
4. Associated with the expansion of production work in a way, where there is labor-intensive production and savers of capital.
5. Not associated with rates of unemployment in developing countries with the production method and the structure of wages and trends.

Whereas, the unemployment in developing countries, including the Arab countries are closely related with the structural imbalance in the economy and not with the size of effective demand.

5. Ibid.

6. Ibid.

7. Tariq Ugaili, unemployment and employment in the economy of a yield constraint, the Iraqi Journal of Economics, vol (4), the number one tenth, 2006, 45 - pp15

2: Arab labor markets:

2-1: the distinguishing characteristics of Arab labor markets:

As mentioned before, have been affected by Arab labor markets through a variety of factors: internal and external. There are factors that gave the advantage to the Arab labor markets. But these characteristics are derived from the Arab economy itself, for example, high rates of population growth through higher number of working-age population, and a decrease in opportunities for local and foreign investments. That the lack of stability and balance, born in the national economy more waste, especially human resources, professional skills, high level of education, technology ... Etc. On the other hand, generated economic growth rates by sector and one which the oil sector, and this sector does not generate any opportunity to work in the economy. Also, there is born some of the factors that help to increase the gap between labor markets and job opportunities in Arab countries such as the expansion of literacy, can help to reduce investment and economic growth. There are more than a third of the population of Arab countries that suffer from brain drain. This situation, the Louder the opportunity to increase the investment between the Arab countries. The low levels of education among the population of Arab countries stopped the flow of foreign direct investment, and generate a sense of frustration, not on the development of skills, and levels of higher education, despite the high number of students in higher levels of education. The report of the Arab Monetary Fund, which is called "Unified Arab Economic Report for 2010", the percentage of illiteracy among the population (15-65) 29% of the total population 2000-2007, and between men and women 20% and 38% 8 illiteracy rate of 13% for the period 2000-2007 among young people, see Table 1.

Although the illiteracy rate dropped from 1970 is less, but in the 21st century there is a change in the meaning of literacy in the content of illiteracy. Of the educated reading, writing and arithmetic, to learn new knowledge, such as computer, internet ... Etc. This is very important, for the overall development, especially the revolutions of scientific and technical, as well as information, communications, for which there is an urgent need to raise the efficiency of staff performance and professional skills, which means that the more investment in human capital.

8. Arab Monetary Fund and others, Unified Arab Economic Report 2010, Abu Dhabi, 2010, 44 - PP5. The United Nations Development Programme and the Regional Office and the Arab Human Development Report for 2009 challenges facing human security in the Arab Countries, Beirut, Lebanon, 2009, 120 - PP99.

2-2: characteristics of the labor force in Arab countries.

We can explain the characteristics of the workforce in the Arab countries, despite the previously stated about the labor markets in Arab countries. Therefore, we can summarize it as in table (1), as follows:

1. Increase the proportion of the workforce of the size of the population between 1995 and 2008, from 35% to 41.1%, but this percentage is very small the size of the population of Arab countries, and rose from (248.480) million people (334.500) million people in the same period (1995 2008). There is a difference between the average annual population growth rate of 2% -36% (1995-2008) and the annual growth rate of labor force for the same period of 3-6%. This means that the rate of population growth hamper (see Table 1) to achieve the economic growth rate, compared with the level of life in the regional countries and international organizations. The table shows the difference between the Arab countries, size and percentage of the population and workforce.
2. The decline in the level of productivity as a result of the decline in education, learning, and vocational training. Are not integrated education system in the Arab countries with the market.
3. Decline in the proportion of the contribution of women, although the difference in the ratio between the Arab countries.
4. Increase in the percentage of child labor, especially in the rural region. Shows (Table 2) some percentage in some Arab countries, which range between 5% and 11% for males more than that for females.
5. Increase the size of the workforce in some Arab countries, especially in the Persian Gulf.
6. High proportion of unskilled labor.
7. Borne by the public sector pay large unskilled labor and storage.

All of these factors along with other factors that lead to imbalance between the demand for employment and display the total employment in various sectors, in addition to the scarcity of interdisciplinary topics in development of technical skills and professional and administrative 9.

9. Arab Monetary Fund and others, Unified Arab Economic Report 2003, especially Chapter 10, p. 1-15.

2-3: the increasing pressure on the labor force in Arab countries.

There are four main types of pressure "on the labor force in the Arab countries are as follows:

2 - 3-1: Population Growth:

I have mentioned before that the rates of population growth in Arab countries has increased the size of the population (247.015) million in 1995, to (339.991) million in 2009 and the rate of population growth in the year (2008-2009) of (2.41%) in the when he's (2000-2009) as a percentage (2.29%). However, the rates of population growth were big 10 which represents one of the challenges in the Arab countries, namely, that the increase in the rate of population growth will increase pressure on labor markets, labor force, particularly in the youth category (15-24) years due to an increase in the rates of fertility, and it will generate pressure on economic resources, including labor markets. Continued high rate of population growth and the continuous increase in the coming period as expected. This also means that pressure on resources with the expectation to continue in the coming period, in particular has been characterized by economic growth rates in the Arab countries as a slow, unstable, and dependent on one sector which is the oil sector, however, the rates of population growth in various Arab countries (see Table 2). Can expect an increase in problems in the labor markets and an increase in unemployment rates.

2 - 3.2: women's participation:

Characterized by an average participation of women in the labor market is weak. Hitting (24.9%) in 1970, (26.0%) in 1980, and (28.2%) in 2008 as a percentage of the workforce (see Table 3). However, this percentage is, on average, differ in the Arab countries, and there are many reasons for low participation of women. This explains the prevailing traditions and customs and the difficulty of choosing jobs and employment opportunities or choice of business, and some of the functions or business difficult for women, and so of other reasons contribute to the low participation of women in labor markets. Although women's participation in the agricultural sector is clearly in the rural region.

10. Unified Arab Economic Report 2010, op cit, P17.

2-3-3: The Level's Education:

Despite intensive efforts have been made in the Arab countries to develop the skills and knowledge of the workforce, the workforce of Arab support for the need to maintain skills. Because the education system to Ajribt in the States but with jobs in public sectors, with a workforce in the public sector workforce in the third economy. In addition, most of the workforce in the public sector of disciplines in the humanities. However, the workforce in the public sector suffer from a lack of training, and vocational and technical education, technological and funds are not sufficient for the care and development. This means: ^{1 1}

1. Twice the level of education in Arab countries.
 2. Lack skills for a long time.
 3. The spread of illiteracy in the workforce.
 4. Few stocks contribute to a high level of knowledge in different economic sectors, in comparison with other major regional states.
- Moreover, it is estimated that the stock of graduates of higher education in Arab countries, at the end of the twentieth century (10-12) million graduates and the percentage range (10.5 to 12.5%) from the Faculties of Pure Science and Technology of the total graduates in the Arab States and the proportion (25-33%) which represents the percentage of the total graduates.

However, labor markets Atstoab all the graduates because there is a gap between the quality of higher education graduates and labor market requirements in addition to the inability of labor markets for absorption with the assumption of continued increase of graduates from the faculties of Humanities, estimated proportion (10.6%) Total labor force 12.

We can expect worsening mismatch between the demand for skills and presentation skills of the workforce. With increasing unemployment and underemployment intellectuals and widespread. The alternative comes from overcoming the problems of education in terms of content and philosophy, which is a stronger boost to the economy of the country, when graduates of the education system is associated with the input of the labor market to help the markets work to solve their problems.

11. Arab Monetary Fund and others, Unified Arab Economic Report 2009 and 2010, pp 5-6 and PP17-39

12. Unified Arab Economic Report 2003, op. Above. PP15-16.

2.3.4: Distribution of workforce sectors:

The structure of the distribution of the workforce in the sectors and economic activities in Arab countries is different from the structure of the developed countries in increasing use in industry and services, and the decline in the agriculture sector in the Arab countries, although the percentage is high for the industrial sector, and some indicators show the significance of a decrease in the proportion of the workforce in this sector (agriculture) has declined from 33% to 24% for the period (1995-2008) and increase the percentage in the service sector from 47% to 58% for the same period. Although the percentage in the different Arab countries. As illustrated in Table (4).

The public sector has a proportion of the workforce is estimated by (33%) of the volume of the total labor force and to work outside the sector, agriculture 13 despite the differences in the ratio between the Arab countries in this sector also, the public sector has more of those working women, particularly in the area Persian Gulf, which is the reverse rate of decline in other Arab countries. This means that the government pay an additional cost is estimated at 10% of GDP in salaries and benefits. Table No. (4) shows the percentage of the workforce is divided between the main sectors (agriculture, industry and services) for the period (1985-2008) in the Arab States 14.

13. Ibid.

14. Unified Arab Economic Report 2010, op. Male, PP33-39.

3: low (volatility) of economic growth and reduce employment opportunities

(3-1) rates of economic growth:

In general, characterized by economic growth rates in the Arab countries of instability due to the volatility of the economic growth rate, which depends on a single sector, a sector of oil addition is determined this sector through the global demand for oil, is determined global price of oil by multiple factors . While turning this property to make this sector disciplined, "which is changing due to the volatility of world prices, which affect the rates of economic growth in Arab countries, where rates of economic growth despite the volatile rates of economic growth has increased in the Arab countries, especially during the period (1960-1979) , because of high oil prices on the world market in terms of increased investment spending and thus increase the workforce in some oil-exporting countries, especially countries of Persian Gulf because the decline in the proportion of the workforce to the size of the population in these countries, and increasing public spending on investment of up to 24.1% as a percentage of gross GDP, compared with 23.3% for the development of provinces and sectors 15, makes labor-importing countries of the Arab and foreign alike.

In the eighties of last century the proportion of investment expenditure to reach 21.7% as a percentage of GDP, compared with 23.1% as a percentage of gross domestic product in developing countries by the end of the flow of oil, which has a negative effect on labor markets in some Arab countries, surplus of work and return of large numbers workers to their countries because the oil producing countries oil revenues declined, leading to lower investment expenditures and the decline in GDP, where it was very easy to make that decision. On the other hand, all the Arab countries were not to have a production base and to promote broad economic growth rates, and there are many factors that affect economic growth rates, in addition to the above: -

1. Increase in external debt
2. Negative consequences of excessive reliance on public sector
3. Decline in export growth
4. Weakness of the structure of production
5. Changing external environment
6. The emergence of policies of trade liberalization and open economies.

15. Unified Arab Economic Report 2003, ibid, PP 7-8

However, the adjustment policies and economic reform was not real motivated to increase the contribution of the private sector because the private sector itself lacks the financial means, technical and regulatory environment and foreign investment, despite the significant flow of foreign investment. However, the economic and financial crises have affected the labor markets through lower real economic growth rate in the Arab countries from 6.6% in 2008 to 1.8% in 2009, 16 (see Table 5), but this is due to lower oil prices in the global market of 140 dollars per barrel in 2008 to \$ 40 a barrel in early 2009 and continued to rise again during 2009 and 2010 to now more than \$ 100 a barrel. The low rate of economic growth so far is a complex problem in labor markets in Arab countries to emphasize that the Arab economy depends on the oil sector, which does not solve any problem in many cases, which did not specify the price in the oil sector and there is no substitute for the oil sector in generating investment opportunities domestic, foreign, and this led to the decline in employment opportunities in labor markets also declined, in particular the flow of foreign investment to the Arab countries after the global financial crisis. Despite improvements in some indicators, but this does not prevent the existence of problems in labor markets, and this needs to change in the structure of the Arab economy and reform of the defect, and by rates of economic growth to generate opportunities for investment and operation.

16. Unified Arab Economic Report 2010, op. Above.

3-2 widespread unemployment and disgusted unemployment

As a result of all the factors mentioned above, the volatility of rates of real economic growth, low flow of foreign investment led to an imbalance in labor markets, which led to the increase in unemployment and the percentage of the total labor force of working age (15-65 years), as reached to 14.8% In 2008, the size of the workforce, estimated (136.4) million workers in 2008, 17, and to prove the real rates of economic growth do not generate employment opportunities, including direct investments and indirect public, private and unemployment among the Arab countries, as different in the rate of the top, as in Djibouti, Egypt, Iraq, Jordan, Algeria, Tunisia, Syria, Mauritania, Yemen, Sudan, Somalia, and Morocco (see table 6) and the unemployment rate for the two students work for the first time most of the unemployed more than one year and the average unemployment, more females than males The unemployment rate among young people (15-24 years) than any other group and unemployment as a percentage of those who know how to read and write more than the illiterate. This situation is called the unemployment of intellectuals, this short case completed as well as the implementation of local laws do not do anything in this situation, but for various reasons generally involved in determining the unemployment friction, structural unemployment, unemployment, natural, and unemployment to lack of demand and disguised unemployment. As the more extensive hidden unemployment "than other other types of unemployment, especially in the public sector especially as we have stated previously that the markets work and not work without the correct balance of economic and political environment and legal.

17. Ibid.

3-3 low labor productivity

Arab countries suffer from weakness in labor productivity in the public sector, private sector and the economic activities of the sectors of industry and agriculture. The important reasons that lead to weakness in the labor productivity is 18:

1. Are supported employment and production mostly by the public sector in Arab countries.
2. That the economic inactivity of the private sector and limited role in economic activities and weakness limits the possibility of its contribution to support the public sector and their success because of the policies of trade protectionism, and the granting of credit, policies of the application of privatization ... Etc.. Are all factors contributing to the weakness of this sector and non-technical development "and administratively."
3. Macroeconomic imbalances.
4. Business environment is attractive, which is added to this weakness.

Requires improving the level of productivity in the Arab countries to:

1. Improve education and training through policies, laws and regulations.
2. Improve the working environment.
3. Development of health services and social security.
4. Improve the skills of the workforce to protect the changes of science and modern technology which is very important for the development of human resources to be commensurate with the development of modern

18. Unified Arab Economic Report 2003, op. Male, P12.

3-4: low rates of real wages.

We mentioned some of the factors that lead to low rates of real wages in the Arab countries are intertwined together, but that wage rates are associated with labor productivity as the wages reflect the years of education, skills, and experiences as well as they pay is not competitive is not because of the many factors involved to determine. Wages are generally lower in the mid-eighties and continued until now in most Arab countries. As increased rates of inflation and deflation in the public sectors of the jobs and business, and a decrease in growth rates of the real economy, are all factors that caused this decline in wages. The real wage rates declined on average between 30% -50% for 1980-1990, "19" in this case a fixed period to time period, although there are reasons in different Arab countries, but within these common reasons, including: "20"

1. Low skill levels, education and workforce training.
2. Low rates of economic growth
3. Low investment rates
4. The effects of economic reform programs implied.

While the wage rates tended to decline as a result of the application of these programs, for example, Egypt, Jordan, Syria, Morocco, Tunisia, and wages are still complaining about most of the share of GDP in the Arab countries, and when we improve real wages that need to improve and expand investment domestic and foreign private and levels of labor productivity and stimulate the private sector, this requires improving the environment for pay, improving the infrastructure, rehabilitation of the workforce, and participate with the public sector to invest in industrial projects ... Etc..

19. Ibid. p13.

20. Ibid.

3-5: education, low productivity

We mentioned earlier in the educational system is in need of improvement and changes in the Arab countries in terms of legislation, organizations, and ministerial system, the development of appropriate, taking into account contemporary developments. Can be attributed to the decline in labor productivity to the background of the education system itself when we let him thus, a burden "on the improvement in the efficiency of human resources and manpower that are conducive to increased unemployment and low labor productivity and thus help to lower rates of real economic growth that apply to investment rates markets and hinder the work that is supposed to equate labor supply and demand.

The changes necessary to meet the challenge, which can help to change in the human resources to remove major obstacles which aims to develop human resources and increasing rates of economic growth and high investment rates and this requires a clear strategy for the development of human resources in Arab countries.

4: the future of human resources in Arab countries.

4-1 Analysis of the actual human resources

There are two types of effects on human resources in Arab countries (external and internal influences), external influences are globalization and the global financial crises of these two factors have a direct impact and indirect on the economies of the Arab world because Arab economy gallery is always "to external crises because of the opening over to the outside world. which directly affect the internal factors, in particular, real economic growth, labor markets, domestic investment and the flow of foreign investment and thus affect the rates of unemployment, its image, known especially between 2008 and 2009 that went down real economic growth from 6.6% to 1.8% (see table 4) If the economic growth of this rate volatility, how can labor markets expect the settings. which means that the high rate of unemployment to the high rates in many Arab countries. But what did the Arab countries about this situation in particular, that the cause of disruption of labor markets but due to the economic activity in the economies of Arab countries, and also in the interpretation of the causes of human poverty, high cost of living and the loss of human security, and the lack of decent jobs, and the brain drain wide range of all these indicators that hinder human development in Arab countries.

4-2: Changes required to treat the problem of unemployment

There are two types of processors to the problem of unemployment in the Arab countries at the national and regional levels. Can take, for example some of the solutions at the national level in Arab countries.

In Egypt, young workers who work in finance, the Social Fund for Development and the government made a lot of financial credit, and the other half of the overall budget. And the importance of the Fund is to support small and medium industries and side, has taken a number of projects executed for the new graduates, such as reclamation of agricultural area .21

In Jordan, the government spends freely on young workers despite the need for financial resources, the Zakat Fund is financing the development projects and operation, and another side has to do with this support immediately with, "a National Aid Fund and the Zakat funds, the Fund of the Queen Alia Social for workers. but limited contributions limits the extent of the phenomenon of unemployment in Jordan .22

In Tunisia has adopted a work program since 1998, especially the performance contract, which links between training, operation and use of these 60% of middle schools and 38% of higher education and in the same context, the countries of the Persian Gulf employ of the vital functions despite the troubles with the improvement development of the private sector to work on the compensation of foreign workers through unemployment, with an estimated (9) 0.23 million jobs run

In Algeria, the government has taken several measures to ease the pressures the labor market, has taken the integration of professional through special programs for young workers in 1990. In 1994 created a national fund to ensure that, in 1996 created a national fund assigns young workers at work, in 2003 he was employed about (538) thousand workers, and construction of about (190) A small business joint formed value-added 7% 24.

21. Ahmed Laithi, unemployment in the Arab world, the causes and challenge, and www.gatl.com (Arab Monetary Fund and others) Unified Arab Economic Report 2007, 220-pp187

22. Ibid.

23. Ibid.

24. www.aljesr.n1/economic/273200520.htm and the Unified Arab Economic Report 2007, Ibid.

The Arab Labor Organization (ALO) Since its inception in 1975 in Tripoli, has worked to implement the Arab strategy for the development of the workforce.

In 1985, after completing that strategy recognizing that "the problem of unemployment, in Amman in 1993 where he was recognized strategy, the Arab, in 2003 recognition of the Arab Labor Organization strategy of Arab manpower development and employment and to consider the Elzamatha in the context of planning and programs in the future. This strategy aims to achieve the reform of important balance between the outputs of technical education and vocational training requirements and the needs of labor markets, 25, was estimated (ALO) The increase in the unemployment rate by 1% per year, leading to a decrease in the proportion of GDP to 2.5% per year, "26 "where the estimated loss of Arab States in almost one year (170) billion dollars.

25. Ibid.

26. www.Islam OnLine.Net on 06/05/2000. The Unified Arab Economic Report 2007, Ibid.

4-3: discussion of Human Resources Development Strategy

We do not have a strategy for human resources in Arab countries that can address the issue of human resource development and problems in the Arab countries, but we we stick to the national plan, the Iraqi National for the years 2010-2014 as the latest plan in the area of improving social and economic situation of Iraq and address the issues and challenges the fundamental, including the problem of unemployment ²⁷. The plan assumes achievement of (4.5) million jobs by the end of the period to 2014, but if there was no investigation, does not mean that the development plan can not achieve any jobs, but to achieve the minimum (3) million jobs, assuming that the volume of investment is (186) billion dollars funded from foreign sources.

Operating strategy aimed to reduce the unemployment rate from 15% to 7% at the end of the period of 2014, and there are many objectives to reach this goal are as follows: -

First objective: to reduce the unemployment rate from 15% to 7% during the years of the plan, through the use of tools, and the adoption of technical labor intensive economic activities, generating new employment opportunities of those who are looking for work, to support economic and social sectors, which absorb energy much of the workforce to reduce of unemployment, for example the construction sector and the services sector, and so on liberalization of labor markets and support the private sector to enhance its share in total economic output to stimulate growth and generating opportunities for employment.

The second objective: to increase economic participation in general, and especially women from these tools; review all laws and legislation: economic, financial, and traditional, and the work that belongs to the economic sectors, and increase private sector investment through the enactment of laws and incentives, financial and monetary institutions. Provide loans for the unemployed and helping them to establish small industries. Guarantee program to enable workers to the skills and unite them, especially women.

The third objective: the link between production and education and training system needs of the labor market by responding quickly and flexibility of labor markets.

27. Republic of Iraq, Ministry of Planning, National Development Plan 2010-2014 December, Baghdad, 2009, c 1 and the plan document, 26-pp18.
Translation from Arabic into English

Fourth Objective: qualitative progress of the workforce through the establishment of rehabilitation centers for physical training and human studies and policy development in particular, not to develop the workforce preparation "traditional", but also to change the instructions. **Fifth goal:** increase the rehabilitation of the labor force and productivity through the following: modern systems and orientation programs for workers, human resource development ... Etc..

Sixth goal: create an opportunity for workers in Iraq to ensure the existence of equality in the distribution of the workforce through the employment policies in a balanced distribution of local and re-investments geographically ",..... etc..

Seventh goal: to reach the optimal employment of the workforce through economic diversification and support the growth sectors of the economy without the oil sector.

Develop a level of performance of employees in the public and private sectors through the development of personal skills and training through the adoption of the training program which is characterized by high quality and economic knowledge Etc..

5: Conclusions:

1. We can conclude that the hypothesis of the study are correct, and when we explained that the real economic growth in Arab countries is a generator of jobs despite the increase in economic growth during the period 2000-2008 are volatile, on the other hand, the high unemployment rate during the same period. But there is also an added financial crises, has profoundly affected in some Arab economies are directly and indirectly, which generated some pressure on the markets, including all labor markets.

2. Arab countries did not benefit in employing the tools of globalization, especially when used in some labor markets and social systems - economic, because the Arab countries not spent productively, and unwilling to interact with these tools in light of the imbalance of labor markets in Arab countries.

3. Unemployment is still ongoing, although the percentage has declined during the research period, but high unemployment rate in the presence of real economic growth rate is rather high, "What. But he was not born opportunities" to work as the education systems is up-to-market development work, which led to the high rate of unemployment compared with other countries in the world, except Sub-Saharan Africa in spite of all the possibilities.

4. Contemplative treatments to change the reality of employment and unemployment in the Arab countries is not sufficient, because the Arab

economy needs to restructure the dysfunctional segments, including labor markets and what fits with the new situation, and be the best policy is to link with the employment rates of economic growth.

5. So that we can do to economic development and economic growth, including the revitalization of the labor market, it is necessary to diversify the economies of Arab countries and not rely solely on the development of the oil sector, because the oil sector is determined from the global oil market and the market subject to tremors and violent shocks, casting Btatheradtha negative all the Arab markets, including labor markets, which are the result of that is more unemployment, and this is a waste of human resources including manpower, operation and waste of opportunities for employment and growth.

Tables:

**Table 1: population and manpower in the Arab countries
(1995-2008, 2009)**

Arab States	Population Size (Thousand)		Population growth annual average		Manpower percentage of Population		Manpowe r annual growth
	1995	2009	2008- 2009	2000- 2009	199 5	200 8	1995- 2008
Sum Arab countries	247.015	339.991	2.41	2.29	35.0	41.1	3.6
Jordan	4.264	5.979	2.21	2.34	28.1	44.6	6.2
Emirates	2.411	5.066	6.32	6.01	55.6	64.4	6.3
Bahrain	0.587	1.215	8.17	7.42	45.5	34.3	2.8
Tunisia	8.958	10.435	1.03	0.97	25.1	30.6	2.6
Algeria	28.060	35.239	1.72	1.65	30.3	38.9	3.6
Djibouti	0.580	0.895	3.10	3.10	49.1	43.1	2.1
Saudi Arabian	18.136	25.373	2.28	2.47	34.9	32.1	4
Sudan	27.175	39.178	2.58	2.61	39.7	39.2	2.6
Syria	14.185	20.125	2.45	2.36	30.8	37.8	4.2
Somalia	9.130	10.490	0.99	0.99	34.9	50.4	3.9
Iraq	20.536	31.508	3.03	3.03	26	35.1	5.5
Oman	2.131	3.173	10.01	3.14	36.2	41.8	3.4
Palestine	-----	-----	-----	-----	-----	-----	-----
Qatar	0.489	1.639	13.19	11.53	59.3	77	11.1
Kuwait	1.881	3.657	6.23	5.66	55.9	62.9	5
Lebanon	3.500	3.993	0.64	0.65	30.2	39.7	3.1
Libya	4.812	7.530	3.24	3.26	31.4	29.4	2.7
Egypt	56.090	76.822	2.17	2.17	29.1	32.3	3.9
Morocco	26.386	31.514	1.08	1.04	39.4	45.6	2.4
Mauritania	2.283	3.282	2.42	2.43	45.5	58.2	4.6
Yemen	15.421	22.880	3.07	3.05	29.9	23.5	3.7
Source: Joint Arab Economic Report, 2010, p312 and P314.							

Table 2: percent for population of sum ages

Arab States	1975			1990			2008		
	Less than 15 ages	15-65 ages	ages 65 and over	Less than 15 ages	15-65 ages	ages 65 and over	Less 15 ages	15-65 ages	ages 65 and over
Jordan	47.2	50	2.8	43.7	53.5	2.8	37.3	59.5	3.2
Emirates	28.4	69.4	2.2	30.8	67.7	1.5	19.1	80	0.9
Bahrain	3.40	54.8	2.2	31.8	65.8	2.4	26.7	71	2.3
Tunisia	43.8	52.7	3.5	37.3	57.8	4.9	34.1	69	6.9
Algeria	47.6	48.2	4.2	42	54.4	3.6	27.8	67.6	4.6
Djiboti	43.4	54.6	2.	43	54.3	2.7	36.6	60.2	3.2
Saudi Arabian	48.7	47.2	4.1	41.8	55.7	2.5	32	65.2	2.8
Sudan	44.4	52.9	2.7	43.6	53.5	2.9	47.7	56.8	2.5
Syria	48.5	47.8	3.7	47.8	49.5	2.7	37.9	58.5	3.6
Somalia	45.4	51.6	3.0	47	50.2	2.8	44.9	52.4	2.7
Iraq	46.6	50.9	2.5	44.2	52.9	2.9	38.7	58.2	3.1
Oman	44.4	52.9	2.7	46.4	51.2	2.4	27.9	70.3	1.8
Palestine	----	----	----	----	----	----	43.5	51.9	4.6
Qatar	33.3	64.9	1.8	28.7	70.5	0.8	13.7	85.3	1.0
Kuwait	44.3	53.1	2.6	-----	----	----	23.4	74.5	2.1
Lebanon	41.1	53.9	5	34.8	60.	5.2	25.8	66.9	7.3
Libya	46.1	51.7	2.2	45.9	51.7	2.4	30.2	65.7	4.1
Egypt	40	55.8	4.2	40	56.1	3.9	31.7	64.5	3.8
Morocco	47.1	49.2	3.7	39.2	57.1	3.7	28.8	65.9	5.3
Mauritania	43.2	53.7	3.1	44.3	52.5	3.2	39.8	57.6	2.6
Yemen	50.9	46.5	2.6	52.5	44.2	3.3	45	51.6	3.4
Source: Joint Arab Economic Report, 2010, p313.									

Table (3) : Percentage Women To Sum Manpower Ages 15 And Over

Sates Arab	1970	1980	2008
Sum Arab countries	24.9	26.0	28.2
Jordan	14.0	14.7	30.3
Emirates	4.0	5.1	41.8
Bahrain	5.0	10.9	32.2
Tunisia	24.0	28.9	32.0
Algeria	19.0	21.4	39.8
Djiboti	49.4	50.3	55.0
Saudi Arabian	.....	14.8	13.2
Sudan	26.0	26.9	24.0
Syria	21.0	23.5	41.3
Somalia	43.9	43.4	61.8
Iraq	16.0	17.3	20.8
Oman	6.0	6.2	25.9
Palestine	....	....	23.6
Qatar	4.0	6.7	9.8
Kuwait	8.0	13.1	26.7
Lebanon	18.0	22.6	37.5
Libya	16.0	18.6	37.2
Egypt	6.7	8.3	22.4
Morocco	29.0	33.5	28.5
Mauritania	46.0	45.0	57.2
Yemen	25.0	32.5	11.8
Source : Joint Arab Economic Report, 2010, P314.			

Table (4): Percentage Manpower in the Sectors 1995&2008 %

Arab States	Agriculture		Industry		Service	
	1995	2008	1995	2008	1995	2008
Sum Arab countries	33.6	24.1	19.1	17.8	47.3	58.1
Jordan	13.0	8.9	9.4	13.8	77.6	77.3
Emirates	6.2	4.2	16.0	10.6	77.8	85.2
Bahrain	1.5	2.4	29.9	24.8	68.6	72.8
Tunisia	26.5	17.7	30.2	32.8	43.3	49.5
Algeria	25.4	21.8	23.0	14.0	51.6	64.2
Djiboti	80.4	74.7	2.9	8.2	16.7	17.1
Saudi Arabian	6.3	4.1	9.5	7.5	84.2	88.4
Sudan	65.4	44.0	9.8	8.1	24.8	47.9
Syria	30.5	15.7	30.8	23.5	38.7	60.8
Somalia	...	...	...	...	...	...
Iraq	12.8	13.6	24.6	14.8	62.6	71.7
Oman	41.2	21.1	12.6	8.2	46.2	70.7
Palestine	.....	....	....	....	....	....
Qatar	1.7	1.6	8.1	13.6	90.2	84.8
Kuwait	1.8	1.8	7.4	14.6	90.8	83.6
Lebanon	5.2	2.2	35.2	28.2	59.6	69.6
Libya	8.1	5.3	21.2	21.7	70.7	73.0
Egypt	33.4	31.6	22.0	23.0	44.6	45.4
Morocco	40.2	40.9	21.6	24.1	38.2	35.0
Mauritania	54.1	52.0	5.3	5.2	40.6	42.8
Yemen	55.3	34.0	11.4	6.0	33.3	60.0
Source: Joint Arab Economic Report 2010, P314.						

Table (5): GDP Average growth in the Arab countries 2008-2009&GDP Size & Average Economic Growth in the Arab countries 2000-2009

(Billion dollars)

Year	GDP currency price billion\$	GDP growth real price %	Arab countries	GDP Average growth National currency				GDP Average growth \$currency price	
				Real price 2008	Real price 2009	Currency price 2008	Currency price 2009	2008	2009
2000	680	5.8							
2001	669	2.3							
2002	675	3.0	Jordan	5.6	2.8	24.9	8.0	24.9	8.0
2003	753	7.3	Emirates	7.4	-0.2	23.2	-10.4	23.2	-10.4
2004	905	7.3	Bahrain	6.3	3.1	31.9	-15.4	-31.9	-15.4
2005	1108	8.0	Tunisia	5.1	3.2	10.9	6.3	15.3	-3.1
2006	1321	6.6	Algeria	3.0	2.1	18.1	-7.8	26.9	-18.1
2007	1534	5.3	Djiboti	5.9	6.4	15.8	12.4	15.8	12.4
2008	1930	6.6	Saudi Arabian	4.2	0.1	23.5	-22.3	23.5	-22.3
2009	1700	1.8	Sudan	7.8	4.5	12.0	16.0	8.0	4.3
			Syria	5.2	4.0	13.6	6.6	21.8	6.3
			Somalia	...	...	...	...	...	...
			Iraq	9.5	4.3	40.0	-11.0	47.0	-9.3
			Oman	12.8	3.5	43.9	-23.5	43.9	-23.5
			Palestine	...	...	...	...	...	...
			Qatar	26.1	8.6	37.1	-11.2	37.1	-11.2
			Kuwait	5.1	4.8	22.7	-21.2	29.9	-26.5
			Lebanon	8.0	7.0	18.3	13.0	18.3	13.0
			Libya	1.6	-1.4	25.0	-25.7	27.0	-26.3
			Egypt	7.2	4.7	20.2	16.0	24.6	15.6
			Morocco	5.6	5.0	11.8	6.0	18.4	1.6
			Mauritania	3.7	-1.1	16.5	-7.2	25.4	-14.4
			Yemen	4.5	4.7	20.6	-2.2	20.1	-3.6

Source: Joint Arab Economic Report 2010, P17&P20

Table (6): Some of indicators of unemployment in the Arab countries (%)

Arab States	year	Average % unemployment	Number unemployment in thousand	Average unemployment between male %	Female %	%women between unemployment	% youth unemployment	% graduate between unemployment	%wanted work first time	% over one year
Jordan	2009	12.8	170	10.1	24.4	34.2	50.8	30.2	64.6	35.3
Emirates	2009	3.9	126	2	12	49.1	33.8	4.6	61.5	---
Bahrain	2009	4.0	6	1.2	4.4	78	54	---	---	---
Tunisia	2009	13.3	490	13	19	38.1	40	21.9	43.4	41.6
Algeria	2009	10.2	1072	8.6	18.1	29.9	43.6	20	38	66.4
Djiboti	2008	50.0	148	---	---	---	62.2	---	---	---
Saudi Arabia	2009	5.4	463	4	15	44.1	45.6	55.9	79	19
Sudan	208	19.7	2275	---	---	---	59.4	---	---	---
Syria	2009	9.2	594	---	---	---	47.7	4.9	66.3	---
Somaiia	2007	34.7	1728	---	---	---	---	---	---	---
Iraq	2008	14.7	1299	15.1	19.5	---	---	---	---	---
Oman	2007	6.7	71	---	---	---	---	---	---	---
Palestine	2009	21.5	228	24.05	19	15.4	---	---	52.5	35.
Qatar	2009	0.3	4	1.6	3.4	60.4	55.6	23.9	80	35
Kuwait	2009	1.4	4	0.8	3.1	84.9	30.9	1.4	---	64
Lebanon	2007	15.0	187	---	---	70	---	---	---	---
Libya	2007	18.2	299	21	18	---	---	---	98	---
Egypt	2009	9.4	2375	5.3	22.9	57.1	55.5	13.7	93	---
Morocco	2009	9.1	1075	9.6	9.8	27.5	41.7	27.6	54.6	69.5
Mauritania	2009	30.	510	29.7	30.4	40.7	---	---	---	---
Yemen	2008	15.0	781	11.5	40.9	32.1	58	---	---	---

Source: Joint Arab Economic Report 2010, p315.

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