

## **Women Labour Force in the Economy of Kurdistan Region**

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### **Introduction**

Labour economics has always been an important branch of economic study through out of economic history. labour economics deals with the study of the nature and determinants of pay and employment.. What this research is focusing on is women labour force, the area of research is Kurdistan region of Iraq. The period of investigation is 2008 and 2011. During this period, women participation in the economy is expected to have changed as the economy has significantly developed.

### **Research Importance**

The research is trying to reach a conclusion that we should maximize women labour force by adopting different techniques in order to make a balance in our labour market and in order to build up a stronger economy in Kurdistan region especially for that Kurdistan is expectant to be an independent country, and the top conditions for a developed country is a developed economy.

### **Research Aim**

The aim of this studying is to analyze and discuss the prevalent trend in thought and opinion of a modern case that is women as a labor force in the economy, regarding work and wage and the reason behind the research selection to the topic. The research also aims to show the importance of existence of same opportunities and wage equality to same jobs done by men and women.

### **Research Problem**

Women has always been a part of the total labour force in reality, but some special cultural and legal factors have been the reason behind that women has not been formally considered as a labour force like men are, this is because of that many women are working and making money inside the house and they are not in the labour market and some women are working in an age that does not match the international definition of labour age.

### **Methodology of Research**

Since quantitative methodology of research is the use of sampling techniques whose findings are expressed numerically, amenable to mathematics and statistics, its objectives are to measure the incidence of numerous views and opinions in research's available sources. For example, the data source is structured techniques such as government surveys or telephone interviews, the data analyzed is statistical, usually in the form of tables and its outcome is used to recommend a concluding course to be taken in action, therefore. Qualitative method is the method that the research depends on and adopts. Qualitative techniques are extremely useful for the research subject that is too complex to be answered by a simple yes or no hypothesis, and that gives a non-statistical data analysis.

Qualitative research differs from quantitative research in that the latter is characterized by the use of large samples, standardized measures, and highly structured interview instruments to collect data for hypothesis testing.

Since women in general and as a labour force is an issue mixed up with other issues, yet the complete data are not structured well. And whole information is not organized in a cautious way, therefore semi structured data and structured data are available in the research, as a point of qualitative method there exist no artificial or earlier used experiments in the research and the utilized method picks up the interaction between perspectives and situation to see how they bear on each other and to find out the changes before and after taking the influencing factors into consideration.

The outcomes are exploratory and/or investigative that are described by words and generated from empirical data. Developing an preliminary understanding and sound base for additional decision making. Consequently there is a closeness of fit between the outcomes and the data. This qualitative research is designed to reach finalizing results and proving or disproving the hypothesis.

### **Research Hypothesis**

The idea of a hypothesis is that there is no pre-determined outcome. For a hypothesis to be termed a scientific hypothesis, it has to be something that can be supported or refuted through carefully crafted experimentation or observation. Upon analysis of the results, a hypothesis can be rejected or modified, but it can never be proven to be correct 100 percent of the time.

This research has a testing hypothesis that can be tested, meaning that it can measure both what is being done (variables) and the outcome is, which is "*Women's participation in the economy of Kurdistan Region has increased positively in 2011*". This hypothesis is either proved or disproved though in fact it is better to mention whether it is "supported" or "verified"

### **Data Source**

The main sources of the data is secondary data published by the following organizations and government departments

+ Ministry of labour.

+ Board of statistics

It is expected that the data published by the above sources may have shortcomings in the scope and details of information covered. A secondary aim of this research is to highlight those limitations and make recommendation of how to overcome them.

## **1.LABOUR MARKET**

### **1.1 Labour Market Definition**

"Labour market is a collective term that includes all workers, employed or unemployed, who have been or might be hired into paid positions. Labor markets are described as strong or weak depending on the availability of workers to fill positions. In addition to the general labor market, there are also labor markets for specific regions and industries." (www.investorwords.com)

While in other words we can say that labour market is the nominal market in which workers find work, employers find willing labours, and wage rates are determined.

Labor markets may be local or national (even international) in their scope and are made up of smaller, interacting labor markets for different qualifications, skills, and geographical locations. They depend on exchange of information between employers and job seekers about wage rates, conditions of employment, level of competition, and job location"( www.businessdictionary.com). In a simpler frame we can say that labour market includes the relationship between existing opportunities of job and the individuals that are likely to take a chance in this opportunity taking the wage, location, skills and qualifications into consideration.

### **1.2. Labour Demand and Labour Supply**

#### **1.2.1 Labour Demand**

Labour demand and labour supply are defined in different directions, depending on different views and different conditions. Labour demand is the demand of producers or inventors to the labour supply that is able to join economical activities with their physical or mental power.

Labour demand is also meant to be in a particular job "The need for employees and workers in a particular job market such as construction or manufacturing" (www.businessdictionary.com). We can also say that labour demand is a derived demand from goods and services," essentially the demand for labour is a derived demand because no firm demands labour for its own sake. Labour is one of the factors of production which firms combine and organize in order to generate output. Consumers demand goods and services which producers seek to supply profitably. Hence producers demand labour to help produce goods and services to meet the requirements of consumers" (Stephen W. Smith:1994: 34).

#### **1.2.2 Labour Supply**

Labour supply includes the "population of working ages, males aged 16-64, females aged 16-59" (Stephen W. Smith 1994: 35) that is the "willingness and ability to work specific amounts of time at alternative wage rates in a given time period, ceteris paribus" (Bradley R. Schiller: 2007: 178).

And the labour force is including "all persons over age 16 who are either working for pay or actively seeking paid employment" (Bradley R. Schiller: 2007: 181). We can say that labour supply is "Availability of suitable human resources in a particular labor market" ([www.businessdictionary.com](http://www.businessdictionary.com)).

According to the dictionary of economics labour supply is known as "Supply of effort, the total numbers of hours of work that the population has been willing to supply has a function of: (a) Size of population, (b) proportion of population able and willing to work, and (c) Number of hours worked by each individual" (N.C Jain Saakshi: 2005: 165).

Labour supply which is called labour force as a second name is defined as: -"The total number of people employed or seeking employment in a country or region. Also called work force" ([www.investorwords.com](http://www.investorwords.com)) The labour supply includes different labor resources: "Human resources, all efforts of mind and muscle, which are ingredients in production process. They range from unskilled common labor to the highest levels of professional skills" (Ansel, Charles, Paul: 2002: 424).

The "total labour force is the economically active", economically active: "people in employment, including the armed forces, unemployed people who are identified by censuses and surveys as seeking work in a reference week, people participating in the government's employment and training schemes and full-time students who are working or seeking work and are not prevented starting work by the need to complete their education from (Stephen W. Smith: 1994: 33). In addition labour supply is not only related to number, as it is believed "Labor force is a matter of quality as well as quantity"

### **1.3 Trade Unions**

Trade unions are the labour unions and labour organizers that come together to perform economical activities. Labour unions also called labour organizations is "An organization of wage earners or salaried employees for mutual aid and protection and for dealing collectively with employers; trade union." ([dictionary.reference.com](http://dictionary.reference.com)) and labour organizers are the ones who enlist workers to join a union.

"Trade unions: A trade union is an organization made up of members (a membership-based organization) and its membership must be made up mainly of workers. One of a trade union's main aims is to protect and advance the interests of its members in the workplace.

Most trade unions are independent of any employer. However, trade unions try to develop close working relationships with employers. This can sometimes take the form of a partnership agreement between the employer and the trade union which identifies their common interests and objectives" ([www.nidirect.gov.uk](http://www.nidirect.gov.uk)).

### **1.4 Mobility of Labour**

#### **1.4.1 Definition of Labour Mobility**

"Extent to which the workers are able or willing to move between different jobs, occupations, and geographical areas. It is called horizontal mobility if it does not result in a change in the worker's grading or status, and vertical mobility if it does. Skilled workers have low occupational mobility but high geographical mobility; low-skilled or unskilled workers have high degrees of both types of mobility. Low labor-mobility causes structural unemployment, and governments try to avoid it by worker retraining schemes and by encouraging establishment of new industries in the affected areas" (www.businessdictionary.com).

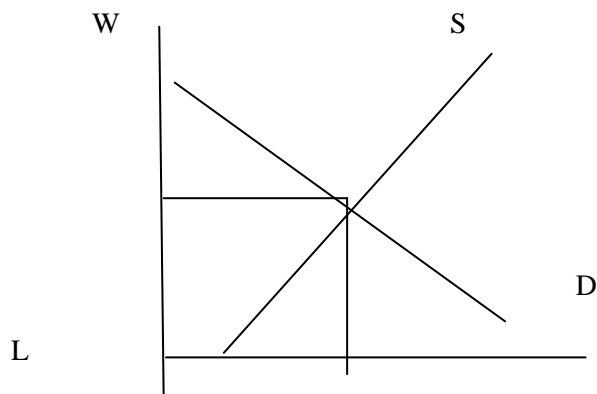
#### **1.4.2 Types of Mobility** (McConnell, Brue: 2006: 275-276).

1. Job change/no change in occupation or residence
2. Occupational change/no change in residence
3. Geographical change/no change in occupation
4. Geographic change/change in occupation

#### **1.5 The Interaction between Labour Demand And Labour Supply**

"The interaction of the forces of labor supply and demand takes place in labor markets. The concept of a labor "market" is sometimes criticized because it is sometimes thought to be irrelevant to the real world" (Belton M. Fleisher: 1970: 155-156). We can imagine the labour market nominally, the way it is. When equilibrium takes place in labour markets, we will have thousands of employees at a particular wage rate.

"A common definition of equilibrium is that it exists when the amount of labor hours family members wish to sell is just equal to the amount business firms desire to purchase. This occurs, of course, where the demand curve and supply curve intersect" (Belton M. Fleisher: 1970: 155-156). As shown in Figure 2.1



The point where demand and supply curves intersect is the equilibrium point, at any higher wage rate there will be excess supply, whereas at any lower wage rate, there will be excess demand.

#### **1.6 Man Power and Its Policy**

Man power refers to the quantity of labour from each of men and women," the amount of labour, both male and female, available in a country at a particular time"(N.C Jain Saakshi 2005: 178-179)

And according to business dictionary man power is in:

"1. General: Total supply of personnel available or engaged for a specific job or task. 2. Economics: Total labor force of a nation, including both men and women. If there are more people than available jobs, it is called manpower surplus; if available people are fewer than jobs, it is called manpower deficit" (www.businessdictionary.com).

"There are two main forms of man power policy. The first accepts the existing characteristics of supply and demand and aims for better 'matches' between workers and jobs by improving placement efforts and by counselling workers looking for jobs and employers looking for workers. Programmers of this kind may also be able to include schemes for increasing mobility of workers. The second form tries to influence the pattern of the supply of labour by upgrading skills and abilities. There also exists a third form, which tries to influence the composition of demand by establishing measures to increase the number of employment opportunities, especially by opening up good jobs for disadvantaged workers" ( N.C Jain Saakshi: 2005: 178-179).

### **1.7 Productivity and Economical Working Hours**

Productivity is "An economic measure of output per unit of input. Inputs include labor and capital, while output is typically measured in revenues and other GDP components such as business inventories. Productivity measures may be examined collectively (across the whole economy) or viewed industry by industry to examine trends in labor growth, wage levels and technological improvement"( www.investopedia.com).

In labour economics productivity is believed to be "the relation between physical input and physical output" ( Chamberlain & Cullen: 1971: 301). "Volume of output per unit of capital measures productive efficiency of the stock of producer goods. In this form, it is exactly parallel to the notion of labor productivity. It amounts to the productivity of physical capital being equivalent to the output/capital ratio" ( Holesovsky: 1977: 293).

The scholars of economy believe that there is a close relationship between productivity and working hours "The term of labor productivity means only that productivity is being measured in terms of man-hours of labor", "In fact, anything that affects the amount of output and anything that affects the man-hours used will have impact on productivity. Obviously, the quality and the number of the tools which workers use will influence the amount of time they must spend in producing goods" (Chamberlain & Cullen: 1971: 302).

There are many ways that help increasing productivity, any business firm or project can adopt these tips to maximize their productivity.

1. Accountability
2. Follow up
3. Manage the work force but avoid micromanagement
4. Encourage, motivate, reward and recognize
5. Reach out to employees by seeking them out
6. Demand realistic targets
7. Team work
8. Ensure that people enjoy their work
9. Break the monotony and rotate
10. Courses and improvement options
11. Spend less time on meetings and more on action
12. Tools and equipment to raise productivity"(www. tweakyourbiz.com)

## **2.FACTORS INFLUENCING WOMEN IN CONTRIBUTING ECONOMICAL ACTIVITIES**

### **2.1 Social, Civil and Cultural Factors.**

#### **2.1.1 Social Factors**

Environment is one of the two factors that influence human behaviour; every economic individual is a member in the society and hence is a social individual.

Social factors are the affecting factors that manipulate women in joining economical activities, the more improved and developed a country with social conditions is, the more its labour market will have females as a work force and the more equality will be maintained at the labour market.

#### **2.1.2 Civil Factors**

Civilization is one of the most important points that can oppose the inequality between males and females; civilization is having a close positive relation within the society in the economical prospect. More civilized society individuals tend to connect more and more females and join them to the labour market.

#### **2.1.3 Cultural Factors**

The traditions, habits and beliefs of the society are assumed as the factors that are more likely to avoid total changes. Though culture is not a matter to be given up but this never means that a culture can be a fixed law. More women become victims as they are refused in labour markets because of cultural factors, just like believing only men must be or can be the source of income of the whole family.

"Cultural and social attitudes about women's lack of competence, assertiveness and ability to lead clearly play an important role in shaping the behaviour and practices towards female academics on behalf of their male colleagues, heads of departments and deans" (Nadje, Muzhda, Hataw, Dlaram, Kawther: 5).

### **2.2 Religion Factors**

4. Everyone has the right to form and to join trade unions for the protection of his interests" (Universal declaration of human rights: 1948: article 23).

And the standard of living is used to have no difference between men and women as it is mentioned in twenty fifth article's first part"

1. Everyone has the right to a standard of living adequate for the health and well being of himself and his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control"(Universal declaration of human rights: 1948: article 25)

And according to the constitution of Kurdistan region there must exist no difference between men and women, as it is mentioned in twenty first article;

Women are equal with men and discrimination against women is " prohibited. The Regional Government guarantees them all the civil and political rights mentioned in this constitution as well as in those international treaties and conventions ratified by the Iraqi state. Obstacles which hinder their equality in cultural, social, economic and political lives shall be removed."( Constitution of Kurdistan region: article 21).

And according to, Convention on the Elimination of all forms of discrimination against women, in the eleventh articles first part; it is declared that equality must be maintained between men and women in employment opportunities.

"1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a)The right to work as an inalienable right of all human beings;

(b)The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c)The right of free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d)The right of equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e)The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f)The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction" (United Nations General Assembly: 1981).

This issue is strengthened as the second part of eleventh article concentrate on preventing violence against women and making a balance between marriage and work;

"2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, State Parties shall take appropriate measures:

(a)To prohibit, subject to the imposition of sanctions, dismissal on the ground of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b)To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c)To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d)To provide special protection to women during pregnancy in types of work proved to be harmful to them" (United Nations General Assembly: 1981).

#### **2.4 Psychological and Subjective Factors**

There exist numerous psychological and subjective factors that keep away women from contributing labour market, these factors are supposed to be under women control, in another words women, can neglect them, on their own.

When women, as female gendered, in most developing countries are married and take the function of motherhood, of many kids, as a result they tend to lose family plan, they must make choice between family and work, in another hand the limited period of women working hours ability make the working firms depend on men more than women.

Sometimes women are interested in or (supposed to) work in geographically close work areas to their home, and that is how they must sacrifice to the opportunities far-off.

Another psychological factor is the sensitivity and emotionality of women reading work with respect to men; women are more likely to accept barriers of work, by allowing simple obstacles and restrictions as a priority to avoid joining the labour market.

#### **2.5 Advertisement Factors**

"Advertising is a major element of a company's marketing plan. It involves the development and delivery of paid advertisements through mass media, which attempt to persuade customers to behave in a certain way. Objectives of ads vary, but the overall intent is to attract and retain loyal customers" (Neil Kokemuller). Nowadays advertisement is an affective factor that persuades population in general, to accept the main aim behind it, advertising and introducing the labour market added up with a fitting awareness of the society is a main motive for letting more members to join the (nominal) labour market.

Focusing the direction of advertisement and concentrating on the importance of women role in contributing the economical activities of the society, is a well-built plan to alert and move women toward a better economy.

### **3.WOMEN AS A LABOUR FORCE**

#### **3.1 Women as a Labour Force Through History**

##### **3.1.1 Women's Jobs in the Middle Ages**

"In the Middle Ages women worked as hard as men. They were needed on the farms. Women hoed and weeded, helped with ploughing (by driving oxen) and tied the sheaves at harvest time. They also spun wool and they did cooking and cleaning. Women washed clothes, baked bread, milked cows, fed animals, brewed beer and collected firewood .Some women became nuns but they too had to work hard" (Tim Lambert).

##### **3.1.2 Women's Jobs in the 16th Century and 17th Century**

"In the 16th and 17th centuries the professions (teacher, lawyer, and doctor) were closed to women. However some women had jobs. Some of them worked spinning cloth. Women were also tailoresses, milliners, dyers, shoemakers and embroiderers. There were also washerwomen. Some women worked in food preparation such as brewers, bakers or confectioners. Women also sold foodstuffs in the streets. A very common job for women was domestic servant. Other women were midwives and apothecaries. In 1555 Catchcold Tower in Southampton was repaired. Women were paid 4 pence a day for pushing wheelbarrows full of stones. Men were paid 6 pence a day. However most women were housewives and they were kept very busy. Most men could not run a farm or a business without their wife's help" (Tim Lambert).

With respect to these all, in sixteenth and seventeenth century women faced other duties too they "Had to cook, wash the family's clothes and clean the house. A farmer's wife also milked cows, fed animals and grew herbs and vegetables. She often kept bees. She also took goods to market to sell. The housewife was also supposed to have some knowledge of medicine and be able to treat her family's illnesses. If she could not they would go to a wise woman. Only the wealthy could afford a doctor. Poor and middle class wives were kept very busy but rich women were not idle either. In a big house they had to organize and supervise the servants. Also if her husband was away the woman usually ran the estate. Very often a merchant's wife did his accounts and if was travelling she looked after the business. Often when a merchant wrote his will he left his business to his wife - because she would be able to run it" (Tim Lambert).

##### **3.1.3 Women's Jobs in the 18th Century**

"During the 18th century women were gradually squeezed out of certain jobs such as barber-surgeon. Increasingly a well off woman's place was in the home. Girls from well off families went to school but it

was felt important for them to learn 'accomplishments' like embroidery and music rather than academic subjects" (Tim Lambert).

"In 1825 The first union for women only formed: The United Tailoresses of New York" (*New York Teacher:2009*)

### **3.1.4 Women's Jobs in the 19th Century**

"In the 19th century the Industrial Revolution transformed life in Britain. It changed from a country where most people lived in the countryside and worked in farming to one where most people lived in towns and worked in industry. In that century women did gain more rights and some women became famous novelists. In the 19th century at least 80% of the population was working class. In order to be considered middle class you had to have at least one servant. Most servants were female. (Male servants were more expensive because men were paid much higher wages). Throughout the century 'service' was a major employer of women. For working class women life was an endless round of hard work and drudgery. As soon as they were old enough they worked on farms and in factories. Even when they married and had children housework was very hard without electricity or modern cleaning agents. In the 19th century wealthy women were kept busy running the household and organizing the servants. Well to do women often also did charitable work" (Tim Lambert).

### **3.1.5 Women's Jobs in the 20th Century**

"The rights and status of women greatly improved in the 20th century.

In 1917 the WRNS (Women's Royal Naval Service) was formed. So was the WRAF (Women's Royal Air Force). In 1938 the Auxiliary Territorial Service, the female branch of the British army was formed.

Nevertheless in the early 20th century it was unusual for married women to work (except in wartime). However in the 1950s and 1960s it became common for them to do so - at least part-time. By the end of the century it was normal for married women to have their own careers. In 1970 differences in pay and conditions between men and women were made illegal. In 1973 women were admitted to the stock exchange. From 1975 it was made illegal to sack women for becoming pregnant. Also in 1975 the Sex Discrimination Act made it illegal to discriminate against women in employment, education and training. In 1984 a new law stated that equal pay must be given for work of equal value. In the late 20th century the number of women in managerial and other highly paid jobs greatly increased" (Tim Lambert).

"After the Civil War, which saw the deaths of more than 600,000 men and the maiming of countless others, it became necessary for women to enter the work force in increasing numbers. Some journalists and labor leaders called for the creation of a Women's Bureau to oversee conditions of female labor"(Shirley Leckie).

### **3.1.6 Women's Jobs in the 21<sup>st</sup> Century**

"21<sup>st</sup> century is the century for change. The Planet Earth is ready for 'The Shift of the Ages'. In this New Age, love and compassion will rule the roost, and the woman with her natural attributes of compassion will sow the seeds of global transformation. These changes have already begun, and soon they will gain an unprecedented momentum. The time is ripe for women of all races, castes, class, and nationalities to come together to be the harbinger of this change" (Hitra Jha).

The knowledge economy is the effectual branch of economy that is lead by human capital," putting on training is part of the process of investing in human capital. Training sessions are not so prevalent in the Kurdistan region, but the situation is worse for women" (Nyaz N. Noori: 2012: 123).

By product, training sessions are the labour market improving means if they are based on improving the human capital, Kurdistan can make the difference in its labour market by adopting the labour friendly means, focusing its direction on the maintenance of equal opportunity for men and women.

Susan Berzinge believes that "Essentially there are three classes of women here in Kurdistan. Women who are highly educated and who are in professional jobs; women who work in agriculture or factories who are paid low and work very hard and whose wages do not always go into their own pocket, but into the pockets of men; and then there are the traditional workers and artisans who have a lot of skills in traditional industries and handicrafts which we really need to preserve" (Susan Barzinge).

### **3.2 Fields That Woman Participate as a Labour Force in Kurdistan Region**

Fortunately, nowadays women participate in different jobs at different sectors, such as; minister, parliament member, head of the parties, general manager, dean of colleges, university lecturers and officers. With respect to all these there exist a lot of women that are working actively but not formally in the labour market, such as the house activities like sewing and making accessories.

Kurdistan's labour market includes lots of foreign workers from Bangladesh, Thailand, Iran, Turkey, from outside the region, such as Mosul, Southern Iraq. Although the international definition says that the labour force includes all able persons between the age of 16 and 65 (with differences between women and men) the reality in Kurdistan as in many developing countries, many people are put into work at a much earlier age than 16. This is visible in Kurdistan. The same is true for the upper limit of working age. People in Kurdistan work beyond 65. In many cases, until they die, i.e. they never retire.

That is the reason why we cannot have a true index that could be a liable source to work on, this activities are not taken into account as they are outside the labour market and as they are not matching with the international definition of labour, and hence we cannot analyse the surplus or shortage in labour, in my opinion we may have a surplus in non-skilled and semi-skilled labour but we have an obvious shortage in skilled workers, that is related to the wage differences.

"Fluctuations in economic conditions also affect labor force participation. These effects are likely to be largest among demographic groups that contain a relatively high proportion of individuals who are loosely attached to the labor force. Economists view the response of labor force participation to the changes in the level of economic activity as being the net result of two opposing effects" (Francine, Marianne, Anne: 2002: 110).

"Legislation has played an important role in bringing in more liberty and equality to women. For example, until recently, laws permitting polygamy were frowned upon, as they undermine female equality. In 2008, Kurdistan Parliament passed a law which, to all intents and purposes, bans polygamy. The potential for growth in female entrepreneurship is high in Kurdistan, as it is still developing and growing. This is just starting to dawn here, unlike developed countries where female entrepreneurship is more prevalent. In the global arena, issues pertaining to more women's rights and movements usually start at the U.S. and spread across the globe, including Kurdistan. Small business entrepreneurial activity is increasing, especially the sprouting of lucrative hair salons that are in increasingly high demand. This is happening in a region where liberated women are becoming increasingly fashion-conscious." <sup>(1)</sup>  
"Developed countries have more or less reached a saturation point in terms of the number of educated working women with careers. Kurdistan being a "rapidly" developing country, with certain legislation, it can turn its female population into a powerful economic force. The forecast is a bright sunny future for the Kurdish working woman" (Swara Kadir).

### **3.3 Gender Inequality**

"In the literature, there are mainly two words to describe differences between men and women: Gender and sex. The word 'gender' is a metaphor connecting 'non-biological phenomena with a bodily experience of biological differentiation'. The term 'sex' refers more to biological difference between men and women" (Nyaz N. Noori: 2012: 21). In the market, there are direct and indirect discriminations to the wage gaps," Direct market discrimination occurs when different rental prices (wage rates) are paid by employers for the same unit of human capital owned by different persons (groups). In this sense, the wage-gap residual is an upper limit of the direct effects of market discrimination. Indirect effects occur in that the existence of market discrimination discourages the degree of market orientation in the expected allocation of time and diminishes incentives to investment in market-oriented human capital. Hence, the lesser job investments and greater depreciation of female market earning power may to some extent be affected by expectations of discrimination (Jacob Mincer and Solomon: 1974: 103-104).

"It is true that the traditional sexual division of labour puts women into the house and men outside, but it cannot totally keep women at home. There remain factors that push women out of homework in favour of being paid workers. However, the problem is that even within the labour market, the areas are also divided between them. In this procedure, the norms restrict women's movement in the labour force by defining the identify of jobs. Women should not work as a taxi driver because it's a men's job. In addition, women should not work at night but only during the day" (Nyaz N. Noori, 2012: 21).

"Unlimited contributions and sacrifices made by a woman - in her multiple roles as mother, sister, wife and daughter, have continued in spite of the utter negligence, injustice, inequality and exploitation 'bestowed' on her in return by the male dominated society! Is not her tolerance, endurance, generosity and altruist love equivalent to what could be attributed as a divine virtue? In Acharya Sharma's views - "it is because of womanhood that humanity, beauty and grace of human life and the serenity of the sentiments of love, service and compassion have survived on this earth. One cannot dream of viable progress with peace and happiness without women's participation on fair grounds of equality" (Ikkisavin Sadi: Nari Sadi).

In a political theme, "Despite making up half the global population, women hold only 15.6 percent of elected parliamentary seats in the world"(Molly Edmonds) In Kurdistan, "after 1991 and the formulation of Kurdistan regional government with stepping toward the organizations, women, with men, stepped into another civilized step, to achieve their rights. Luckily nowadays we see that women have obvious positions in most of the elements like, minister, parliament member, head of the parties, general manager, dean of colleges, university lecturers and officers, that run their duties in the best way" (Dr. Muhammad Shagr and Abbas Ali: 2013: 25, 26-27)

The wage difference is an effective reason in leading to inequality, but it can be balanced, in Britain and United States of America. "Another factor that has been cited as a cause of the post 1974 growth in female unemployment is the coming into force in 1975 of 1970 equal pay act. Female wages rose relative to male wages and micro economic theory suggests that this would cause both an increase in the number of females wishing to work and a drop in the number that firms wish to employ" (A.T. Mallier and M.J. Rosser: 1987: 153).

### **3.4 The Role Of Women Tasks Organizations**

"In Kurdistan, the political parties and political movements of the upper hand in the establishment of associations and women's union, which has long raised slogans in line with the global trend in the field of women's rights, and in this context was founded in (1946) in the period of the Republic of Kurdistan Democratic (Mahabad) Women's Association of Kurdistan; and that initiative and encouragement of the Democratic Party of Kurdistan in Iran, the first association of women of Kurdistan, in the year (1952) founded the Democratic Party of Kurdistan in Iraq Women's Union of Kurdistan (Afretan)" ([www.pointnumber.com](http://www.pointnumber.com)).

"Owing to the economic, political and social transformations, Kurdish women have made great progress. Today, Kurdish women are members of parliament, ministers, teachers, engineers, lawyers, labourers and other professional bodies. The KWU has established a sewing factory to create jobs for women in Erbil. The Union also operates a social and health care centre to extent basic essential services to poor families. Other projects include the opening of a recreation facility and playground with the assistance of International NGO's to engage children with physical activities after school" (<http://www.kdp.se>).

"In this poll, conducted with full impartial and precise process;, which included (500) Women of all ages, classes, religions, sects and nationalities (Kurdish, Turkmen, Kuldo Assyrians, Arabians and others), in (5) provinces (Erbil, Sulaimaniya, Kirkuk, Dohuk, Mosul)" ([www.pointnumber.com](http://www.pointnumber.com)).

## **4.(EMPRICAL SECTION) DATA COLLECTION AND WORD ANALYSE FOR WOMEN LABOUR FORCE IN THE ECONOMY OF KURDISTAN REGIOIN**

### **4.1 Introduction**

This chapter emphasises on women labour force in the economy of Kurdistan region, in fact women in the region are classified into different classifications and the rate of unemployed females is decreasing in the investigation period of research, Fortunately there doesn't exist wage differences or forcing women in the reality of Kurdistan region comparing to other developed countries as it's illustrated "women work and

pay tax like men, they do same jobs as men, they do as hard works that doesn't match with their ability and power. They work in building and painting, drive big carriages, put up with heavy cartons, they work in car constructing and hundreds of other places, that doesn't match their power and that is inequality, but they perform, with all these they attain less wage than males, so equal in work and unequal in wage" (Jaafer Gwani, 2012: 81). Every data put in this chapter is achieved from ministry of labour and 'population and labour force Statistics, survey of employment and unemployment' surveys done by ministry of planning in 2008 and 2011.

## 4.2 Employment

### 4.2.1 Table 1, labour force in Kurdistan region in private sector during (1965-2013)

City	Total	Male	Female	Percentage of female participation	Percentage of male participation
Suleymaniyeh	24756	21042	3714	15%	85%
Duhok	4999	4561	438	9%	91%
Hawler	17632	15494	2138	12%	88%

Source; Ministry of labour and social issues, general directorate of labour and social insurance.

Table one illustrates the percentage of male and female participation in labour force in Kurdistan region, the table focuses only on private sector and every activity types are taken into account from the formation of security office up to 2012. From table one it's obvious that in each of Suleymaniyeh, Duhok and Hawler the male participation in the labour force of private sector is more with respect to female participation ratio.

The female participation ratio is 15 percent in Suleymaniyeh, which is the highest ratio, consisting of 3714 females in total 24756, compared with Duhok, which is only 9 percent, 438 females among 4999, and Hawler that is 12 percent, which means 2138 females in total of 17632.

### 4.2.2 Table 2, percentage of female employees age 15+ by governorate and kind of sector for 2008

Governorates	Private sector	Public sector	Others
Duhok	50.68	49.32	0
Erbil	59.26	40.74	0
Suleymaniye	90.95	8.80	0
Total	90.85	8.96	0

Source: Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2008

Table two illustrates the percentage of female participation in each of private and public sectors, according to the information resulting from survey of employment and unemployment, females in private sector take place most in Suleymaniye which is 90.95; Erbil is the second governorate that holds the maximum females working in private sector activities after Suleymaniye which is 59.26 and Duhok has the minimum private sectors activities which is 50.68. About public sector females in Duhok take the maximum space, Erbil in the second neat and Suleymaniye in the third which is inversely proportional to the private sector.

Depending on table two, in 2008 the private sector hold more female activities than public sector, the rate in private sector is 90.85 while it is only 8.96 in public sector.

4.2.3 Table 3, percentage of female employees age 15+ by governorate and kind of sector for 2011

Kurdistan region	Female rate	Private sector	Public sector	Others
Total	100	20.5	77.6	1.9

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2011

Table three, which is similar to table two, shows the female participation ratio in private and public sectors of 2011, the survey results are in aggregate form and not classified to the governorates.

What is important and helpful in differentiating between 2008 and 2011 is the addition of other sectors such as mixed sector, foreign sector and cooperative sector, the rate of other sectors has been increased from zero in 2008 to 1.9 in 2011.

In contrary, for the year 2011 females are concentrated more in public sector regarding to the private sector. The rate in public sector approaches to 78 while the rate in private sector is approximately 21. This means that the working opportunities and the liability in the public sector for the year 2011 were much greater than those in the private sector. Another reason can be that the private sector put more barriers on the employees as a result of more development in the region.

4.2.4 Table 4, Distribution of female working classes 15+ according to environment, sector and studying degree by percentage. For the year 2008

Studying degree	Urban population				Rural population			
	Public sector	Private sector	Others	Total	Public sector	Private sector	Others	Total
Illiterate, Reading and writing	41.2	51.8	7.1	100	19.7	73.9	6.4	100
High school and less	84.4	15.1	0.5	100	55.5	40.8	3.6	100
Bachelor and more	97	2.9	0.2	100	99.1	0.9	0	100
Others	85.6	14.4	0	100	64.9	9.6	25.4	100
Total	84.3	14.4	1.3	100	32.7	61.5	5.8	100

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2008.

Table four demonstrates the female activities in urban and rural areas for the year 2008, where the educational status is taken into consideration too. Reading the data in the educational degrees point of view shows that more illiterate and only reading and writing females are working on the public sector rather than in private sector. 41.2 percent illiterate and only reading and writing females work in the public sector of urban areas while only 19.7 of them work in the public sector of rural areas. In rural areas illiterate and only reading and writing females work more in private sector rather than in public sector, their rate in private sector is 73.9 while it is 51.8 in public sector, this might be because of less barriers put for rural activities of private sector. In converse, the more educated females; bachelor or higher and others occupy greater areas in public sector rather than in private sector. This is also true for high schools and less. According to this table the more educated females occupy more space in public sector, this results from liability of public sector more than in private sector.

Bachelor and higher educated females' rate of urban areas in public sector is 97 while it is 2.9 in private sector and 0.2 in other sectors. For rural areas the female participation ratio in public sector is 99.1 while it is only 0.9 in private sector and zero percentage in other sectors, due to the lack of other kinds of sectors in rural areas.

Governorate	Housing job	Household dwelling	dwelling Not of household	Factory or workshop	Farm	Construction and building	Shop or market or kiosk	Animated in many places	Street	Others
Duhok	81.82	6.06	0	0.76	9.09	0	0	0.76	0.76	0.76
Erbil	82.50	3.50	1	1	5	1	3.5	0	0	2.5
Suleymaniye h	71.63	8.65	0	0	12.5	1.92	2.4	1.44	0.96	0.48
Total	75.68	8.71	0.55	1.23	6.58	0.73	5.12	0.53	0.43	0.44

4.2.5 Table 5, distribution of female employees age 15+ by work of place, governorate and area, by percentage 2008.

This table also shows that other sectors in rural areas hold zero percent of bachelor and higher educated females, and while 6.4 illiterate and only reading and writing work in other sectors, 3.6 high schools and less work in other sectors where as other educational conditioned females rate in other sectors is 25.4. For urban areas other educational conditioned females' rate is zero in other sectors, 0.2 percent for bachelor and higher, 0.5 for high schools and less and 7.1 percent for illiterate and only reading and writing females.

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2008 .Table five demonstrates the working classes of women in 2008 for different work of place, according to this table there exist women that work in each; housing, household dwelling, dwelling not of household, factory or workshop, farm, construction and building, shop or market or kiosk, animated in many places, street and other places.

According to this table the rate of female participation ratio in 2008 is in it is maximum end in housing jobs, which are 75.68, in comparison with each of household dwelling which is 8.71, farm which is 6.58, shop or market or kiosk which is 5.12, factory or workshop which is 1.23. The rate is minimizing in next five work places, only 0.73 women in Kurdistan work in construction and building, 0.55 works in dwelling not of household, 0.53 of them are animated in many places, 0.44 works in other places and only 0.43 works in the street.

Housing job are in higher rates in Erbil and Duhok compared to Suleymaniye h, but farm activities are higher in suleymaniye h compared to Erbil and Duhok, zero percent women are assumed to be animated in many places in Erbil for the year 2008, while 0.76 percent in Duhok and 1.44 percent in Suleymaniye h are animated in many places.

4.2.6 Table 6, distribution of female employees age 15+ by studying degree by percentage 2011.

Illiterate, Reading and writing	High school and less	Bachelor and more	Others	Total
5.1	11.3	70.5	8.1	12.3

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2011

Table six shows female employees according to educational degree for the year 2011, the highest rate of employed women are among the Bachelor and more educated women which is 70.5. As a finale this is resulting from the developed plan of labour, the more educated females have more chance to be employed, the appearance and growth of the new organizations and projects were also another reason to the increase of demand for labour, more developed and intensive projects need more educated labourers.

Then high school and less graduated women are employed in a higher rate which is 11.3 and in the third hold are the other types of educated women which represent 8.1 percent. 5.1 is a high rate for women that are employed and are illiterate and either reading or writing alone.

4.2.7 Table 7, distribution of not economically active females by governorate by percentage for the year 2008

Governorate	Inactive rate
Duhok	3.37
Erbil	4.25
Suleymaniye	6.1

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2008

According to this table women that are not economically active have the minimum percentage in suleymaniye which is only 6.1, the percentage of inactive women that are in the labour market in Duhok is 3.37 and Erbil's inactive women rate is 4.25, where the total of inactive employees in the labour market for each governorate according to the same data source is as follows,

Duhok; 3.45, Erbil; 4.42, Suleymaniye; 6.2

4.2.8 Table 8, distribution of not economically active females by governorate and educational degree by percentage for the year 2011

Illiterate, Reading and writing	93.9
High school and less	86.5
Bachelor and more	23.6
Others	91.1
Total	86

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2011

This table is to illustrate the economically inactive rate of women labourers according to their educational degree, coming across the table it is noticeable that the highest inactivity rate among women are those that have the lowest educational degree, the rate of illiterate and only reading and writing 93.9, and the minimum inactivity rate are among those who hold bachelor and more which is 23.3.

The percentage of not economically active of women employees that are from high school and less is 86.5, and the percentage of not economically active of women employees that are from the other educational divisions is 91.1.

4.2.9 Table 9, Female economic activity rate in urban areas by governorate for the year 2008

Governorate	Economic activity rate
Duhok	15.4
Erbil	14.09
Suleymaniyeh	20.71
Total	15.84

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2008

Table nine demonstrates economic activity rate in urban areas by governorate for the year 2008, according to this table the economic activity rate is in its highest rate in Suleymaniyeh which is 20.71 percentage, the economic activity rate in Duhok is 15.4 which is in the second sequence and the economic activity rate in Erbil is in the third sequence and equals 14.09.

The total activity rate of women in urban areas of Kurdistan region is 15.84 whereas the average activity rate of women in Kurdistan region for 2008 is 14.6 including rural and in the region areas too.

4.2.10 Table 10, Female economic activity rate in urban areas for the year 2011

Age	Economic activity rate
15-24	8.8
25-34	19.9
35-44	22.9
45+	10.4
Total	14.6

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2011

Table ten is to point up the female economic activity rate in urban areas by age for the year 2011; unfortunately the survey has not took the ages according to working ages that should reflect the international definition for labour the ceiling age of work is 65 but the results of forty five plus are taken into account all together. 15-24 which starts from the lowest working age to the graduating age occupies the minimum percentage of economically active females in the labour market which is 8.8, in my opinion this is due to the basis that women enter the labour market in a low range in this age until they are graduated, this might be resulting from the factors that influence women in contributing economical activities or the available sectors that women can work without a degree or enough experience.

The forty five and plus aged women that are economically active is 10.4 percentage. The other two classes which are 25-34 and 35-44 have the percentage of 19.9 and 22.9.

### 4.3 Unemployment

4.3.1 Table 11. Unemployment rate by governorate and gender for the year 2008

Governorate	Unemployed males	Unemployed females
Duhok	13.29	39.72
Erbil	7.49	36.03
Suleymaniye	7.91	27.41
Total	14.33	19.64

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2008

In this unemployment section according to table eleven the unemployment in Kurdistan region is confirmed according to the governorates and genders for the year 2008, looking up to the total rate of unemployed labourers in Kurdistan region we will see that the rate of unemployed females is greater than the rate of unemployed males, the rate of unemployed females is 19.64 where the rate of unemployed males is 14.33, but this higher rate of unemployed females is not too much if number of each males and females working in the labour market is taken into consideration. In a general point of view the rate of unemployed women is more than the rate of unemployed men in each of the three governorates of Kurdistan region. In Duhok the rate of unemployed males is 13.29 while the rate of unemployed females is 39.72, in Erbil the rate of unemployed males is 7.49 while the rate of unemployed females is 36.03 and in Suleymaniye h the rate of unemployed males is 7.91 while the rate of unemployed females is 27.41.

4.3.2 Table 12. Unemployment rate by governorate and gender for the year 2011

Governorate	Unemployed males	Unemployed females
Duhok	6.1	8.4
Erbil	2.7	9.6
Suleymaniye h	5.4	16.9
Total	4.6	12.6

Data source, Ministry of planning, population and labour force Statistics, survey of employment and unemployment 2011

According to table twelve the unemployment in Kurdistan region is confirmed according to the governorates and genders for the year 2011, just like 2008 the total rate of unemployed females is greater than the total rate of unemployed males in its total form and while each of the governorates are taken into description alone. In Duhok the rate of unemployed males is 6.1 while the rate of unemployed females is 8.4, in Erbil the rate of unemployed males is 2.7 while the rate of unemployed females is 9.6 and in Suleymaniye h the rate of unemployed males is 5.4 while the rate of unemployed females is 12.6. And the total rate of unemployed males in Kurdistan region is 4.6 while the rate of unemployed females is 12.6.

These changes seem to be normal if the population ready to join the labour market is taken into account because the number of males is greater than the number of females so are the available and suitable working opportunities. Therefore depending on the above two tables the rate of unemployment has decreased comparing 2008 and 2011 as follows;

The total rate of unemployed males is decreased from 14.33 to 4.6 and the total rate of unemployed females is decreased from 19.64 to 12.6.

In Duhok; the rate of unemployed males is decreased from 13.29 to 6.1 and the rate of unemployed females is decreased from 39.72 to 8.4.

In Erbil; the rate of unemployed males is decreased from 7.49 to 2.7 and the rate of unemployed females is decreased from 36.03 to 9.6.

In Suleymaniye; the rate of unemployed males is decreased from 7.91 to 5.4 and the rate of unemployed females is decreased from 27.41 to 16.9.

This is due to the opportunities from different sectors in another hand the economical conditions that lead to the supply of more labourers either because of making a balance between price changes and income or because of more guidance and more positive future expectations.

### **Conclusion**

1. Taking the total participation in the labour market into account, it's obvious that the female participation ratio is less than male participation ratio.
2. In 2008 female participated labour market in private sector more than in public sector but, in 2011 the rates of female participation ratio in the public sector exceed the rate in private sector.
3. The less educated females are working on the public sector more than in private sector and more educated females occupy more space in public sector, this is resulting from less barriers put on the kind of division of private sector that women can occupy a space in. In 2011 the educated (graduated) females compose the maximum rate of employment.
4. It is noticeable that the highest inactivity rates among women are those that have the lowest educational degree.
5. 15-24 which starts from the lowest working age to the graduating age, occupies the minimum percentage of economically active females in the labour market.
6. The rate of unemployed female have decreased from 2008 to 2011, and this is supporting the hypothesis of research which is *"Women's participation in the economy of Kurdistan Region has increased positively in 2011"*.

### **Suggestions**

1. The government should give more guidance about the nominal labour market and must make a balance between male and female labour forces, maintaining equality in wage and reward.
2. Building similarity between the private and public sectors is necessitate so as each male or female can have his/her own opportunity to be employed in the proper place with similar working hours and similar wage.
3. The educational degree must be taken into consideration while employing the employees, so as the uneducated employees will not be a reason in minimizing the economical activity rate of the labour market.
4. The activities performed by women outside the labour market and international age of labour should be assumed among the labour market formally and should have reward.

5. A house built for talented females to work in according to their skills, can both attract them to join the labour market and get the country in touch with maximizing the domestic products.
6. The female farm activities must be restructured so as the activities will not fade without occupying any space in changing the agricultural sector development.
7. Industrial and manufacturing sectors are still too weak, the more importance given to these sectors and the more expenditure done to improve them, the more improved the economy will be maintained with more developed human resources.

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